

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	Somerset West and Taunton Council		
Version	0.1	Date Completed	02/09/2019

Description of what is being impact assessed

The Corporate Strategy 2020/2024.

The Strategy is the Council's key overarching strategic planning document and as such contains high-level priority outcomes for the council over the next 4 years based on local needs, regional and national strategies, Government and local political agenda.

The Corporate Strategy does not describe specific actions that need to take place nor who will carry them out (these will be contained within team plans, project plans and individual work plans).

Where projects, action plans, or more specific strategies are developed to deliver against the corporate strategies additional Equality Impact Assessments will be completed where relevant.

The four priority themes and outcomes the council wish to focus on are:

- Priority theme 1. **Our environment and economy.** Outcome; A low-carbon, clean, green and prosperous district that attracts high quality employment opportunities and encourages healthy lifestyles.
- Priority theme 2. **A transparent and customer-focused Council.** Outcome; A Council which informs and engages openly with our stakeholders and which consistently delivers excellent customer service.

- Priority theme 3. **An Enterprising Council. Outcome:** A financially self-sufficient Council which has expanded its commercial activity and generated more income in order to support service provision.
- Priority theme 4. **Homes and Communities. Outcome:** A district which offers a choice of good quality homes for our residents, whatever their age and income, in communities where support is available for those who need it.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

Previously agreed recent and live strategies including Taunton Deane Core Strategy- 2011-2028, West Somerset Local Plan to 2032, Improving Lives in Somerset (Health & Wellbeing) 2019-2028, Somerset Housing Strategy -2019-2023, Somerset Growth Plan 2017-2030 each of which have been evidence-based using such sources as Office of National Statistics, Somerset Intelligence Partnership, Somerset's Joint Strategic Needs Analysis (JSNA). Additionally the Corporate Strategy has ensured alignment to the political manifesto of the controlling group of the Council.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

The Strategy team within Somerset West and Taunton are responsible for drafting the Corporate Strategy. Both the Council's Senior Leadership team and the Council's Executive participated in workshops to help shape the Strategy.

The priorities and objectives arising from existing strategic plans (such as the Local Plan and countywide strategies for example the Health & Wellbeing Strategy) were subject to extensive public consultation prior to their approval.

This Strategy requires approval from Full Council, informed by recommendations from the Council's Executive Committee. These council meetings are open to members of the public and all papers are published on our website in advance of the relevant meetings to allow for public participation and challenge.



Analysis of impact on protected groups










The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc.). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p> <p>The objective to make more council services available on-line (whilst preserving traditional channels) should appeal to younger customers in particular who are most prone to transacting digitally.</p> <p>The objective to work with partners and service providers to encourage greater provision of public transport across the district as well as develop solutions which remove barriers to young people using public transport to access work, training and leisure</p>	□	□	☒

	opportunities should have a particularly positive impact on the younger residents who have no independent means of travel.			
Disability	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p> <p>The objective to ensure greater focus on the particular needs of people with disabilities within our service provision should have a positive impact for this protected group.</p> <p>The objective to enable more of our services are available on-line, whilst preserving other methods of contact, should be more convenient to e-enabled customers with a disability and avoid them having to make journeys to the council's office if they don't wish to do so.</p> <p>The Corporate Strategy can be made available in other formats to assist those customers who are visually impaired.</p>	□	□	☒
Gender reassignment	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new</p>	□	□	☒

	<p>employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>			
<p>Marriage and civil partnership</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>	<p>☐</p>	<p>☐</p>	<p>☒</p>
<p>Pregnancy and maternity</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>	<p>☐</p>	<p>☐</p>	<p>☒</p>

<p>Race and ethnicity</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p> <p>Since this protected group includes Gypsies and travellers, particular attention will need to be given to their housing needs since traditional housing growth is unlikely to be of similar benefit to this group as it is to the wider population.</p> <p>The Corporate Strategy can be made available in other languages to assist those customers whose first language is not English.</p>			
<p>Religion or belief</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>			

<p>Sex (Gender)</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>			
<p>Sexual orientation</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>			
<p>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</p>	<p>No negative impacts identified at this initial high-level stage.</p> <p>All members of the community, including this protected group, should benefit from the outcomes described in the Corporate Strategy. (Provision of additional affordable homes, new employment opportunities, more vibrant town centres and better green spaces etc). Care will of course be needed to ensure that delivery of the strategic objectives does not unwittingly introduce unintended consequences for some groups and that change is effective for all target groups.</p>			

	<p>The Corporate Strategy contains a specific objective to reduce homelessness and rough sleeping which should of course have a positive impact on those in that position or in danger of becoming so.</p> <p>Although not unique to the Corporate Strategy, the Council supports the Somerset Armed Forces Covenant to ensure veterans are treated fairly and not disadvantaged. This is a cross-cutting commitment.</p> <p>The objective to enable more of our services to be available on-line, whilst preserving other methods of contact, should be more convenient to e-enabled customers with caring responsibilities and those located some distance from the Council's offices and avoid them having to make journeys to the council's offices.</p> <p>SWT residents have the lowest number of households with access to a car or van in Somerset. The objective to work with partners and service providers to encourage greater provision of public transport across the district should have a positive impact on those experiencing rural isolation.</p>			
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Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:

Paul Harding

Date

02/09/2019