

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Council Plan 2022-25		
Directorate	Adult Social Care		
Service	Policy and Strategy Unit		
Responsible Officer	Stephen Gunther		
Proposal planning start	April 2021	Proposal start date (due or actual date)	1 st April 2022

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	yes	Revision
	Procedure	No	
	Guidance	No	
	Is this a service to customers/staff/public?	No	
	If yes, is it contracted or commissioned?	No	
	Other - give details	No	
2	What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?		
	<p>Every local authority has a requirement to have a corporate plan that articulates the strategic direction for the Council and how it measures its success.</p> <p>The Council’s current corporate plan was a one-year refresher to the 2018-21 Plan and ends in 2022. It was agreed to publish a one-year Plan (2021-22) , acknowledging the significant restrictions of the global Covid-19 pandemic with regards to resources and capacity delaying the creation of strategic assessments and carrying out engagements with the local community – all which informs the plan.</p> <p>The Council Plan for 2022-25 has been populated with information, following a year of further engagement and understanding of the impact of the pandemic and the updated JSNA and Economic Plan. The Council Plan for 2022-25 is building on what has been achieved and what is next, highlighting</p> <ul style="list-style-type: none"> • The importance of forward/outward looking Council • Being an agile/flexible Council • Aiming to be the employer of choice to attract talent <p>The 2022-25 Plan builds on the previous plans with the same Aim of <i>Inequalities are reduced and all potential is maximised. Together we are committed to developing a healthier, cleaner and safer Walsall and creating an environment that provides opportunities for all residents, communities and businesses to fulfil their potential and thrive.</i></p>		

Our Plan

- **Together We Are Proud: Proud of our Past, Our Present and for our Future**

The plan sets out 5 areas of focus (EPICC), 10 outcomes and 20 markers of success to assess progress in delivery of the plan.

3 Who is the proposal likely to affect?

People in Walsall	Yes / No	Detail
All	Y	The plan sets out the strategic direction of the Council and will have an impact on all residents of the Borough. The plan's aims, areas of focus and outcomes will inform Council decisions over 2022-25.
Specific group/s		
Council employees		
Other (identify)		

4 Please provide service data relating to this proposal on your customer's protected characteristics.

The Council Plan builds on the previous corporate plans with markers of success to evidence improvement. Impact of the plan will be monitored through the 20 markers of success. These have been informed by directors across the Council and will give an indication over each year on the achievement towards the 10 outcomes in the plan.

Community focus groups and community and staff surveys undertaken in 2020-21 have been used to inform the plan and the updated JSNA.

Additionally, other insights including a national study called 'Beyond Us and Them', (being an 18-month research into the impact of the pandemic on social cohesion in Britain) focused on six local authority areas including Walsall; and feedback gleaned from the work of the Local Outbreak Engagement Board have been used to inform the plan.

5 Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).

Consultation has been carried out on the Council Plan with the Chief Executive, Leader of the Council, Cabinet members, the Corporate Management Team and Directors.

Consultation Activity

Type of engagement/consultation	Presentation and discussion	Date	13.09.2021 08.11.2021 10.01.2022
Who attended/participated?	Directors Group Walsall Council		
Protected characteristics of participants	Individuals of the group cover a range of the protected characteristics outlined in the equality legislation.		
Feedback			
<ul style="list-style-type: none"> • The group understood and agreed with high level proposals • There was agreement of the aim, areas of focus and outcomes. • There were a range of questions on what were covered in the Markers of success and what they should cover with a range of suggestions given 			

Type of engagement/consultation	Presentation and Discussion	Date	- Strategic sessions - Weekly CMT agenda item in December 2021 and January 2022
Who attended/participated?	Corporate Management Team		
Protected characteristics of participants	Individuals of the group covered a range of the protected characteristics outlined in the equality legislation. All specific characteristics were not collected.		
Feedback			
<ul style="list-style-type: none"> • There was general agreement of the aim, and outcomes and refinement of the current plan • It was agreed to have a 3-year plan (which will bring it in line with the Budget timeline) following further engagement and a deeper understanding of the impact of Covid-19. • There was a steer to align the budgets with outcomes in the presentation of the report • Agreement that the directors' group should inform and develop the markers of success. 			

Type of engagement/consultation		Date	
Who attended/participated?			
Protected characteristics of participants			
Feedback			

6	Concise overview of all evidence, engagement and consultation		
<p>There was agreement that the aim should stay <i>reducing inequalities and maximising potential</i> with the 5 areas of focus the same and 10 outcomes as there has previously been good engagement in the development of these.</p> <p>The proposal for the Markers of Success was agreed and will capture the progress year on year towards delivering the agreed 10 outcomes. The Markers of Success will be reviewed annually to ensure that they are inline with current Council priorities.</p> <p>The plan's aim is reducing inequalities and maximising potential and all actions should be taken to meet this aim. Therefore, they should have a positive effect on reducing inequalities. Any Cabinet decisions taken should continue to consider this aim in the decision making.</p> <p>There is no evidence gleaned that suggests the actions taken following agreement of the plan would have a detrimental impact on the protected characteristics as set out in the equality legislation, albeit they should have a positive impact.</p>			
7	How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.		
Characteristic		Affect	Reason
Age		<p>Meeting the aim of the Plan should have a positive impact on all of the protected characteristics and therefore it is important to have regular progress reports to Cabinet to ensure that action taken by the council and decisions taken by Cabinet meet the aim.</p> <p>Quarterly reporting planned of progress made over the year would there is due consideration of the actions taken to reduce inequalities and maximise potential.</p> <p>Additionally they should consider any positive or negative impacts on the protected characteristics.</p>	
Disability			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual orientation			
Other (give detail)			
Further information			
8	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.		(Delete one) yes
<p>The proposal sets out the strategic ambition for the Council for the next three-years; should inform all other plans, policies and strategies and have a positive effect.</p>			
9	Which justifiable action does the evidence, engagement and consultation feedback suggest you take?		
A ✓	No major change required		

B	Adjustments needed to remove barriers or to better promote equality Are you satisfied that the proposed adjustments will remove the barriers identified?
C	Continue despite possible adverse impact For important relevant proposals, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. Consultation may suggest a change of action, but some actions will be required regardless of consultation e.g. budget savings. Mitigating actions may be required to minimise impact identified through consultation.
D	Stop and rethink your proposal Actual or potential unlawful discrimination is identified; the proposal will need reviewing immediately. You may need to consult with appropriate officers including your executive director, finance or Equality, Safety and Wellbeing.

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome

Where the assessment indicates a potential negative impact (B, C or D in question 7), identify how you will reduce or mitigate this impact. The full impact of a proposal will only be known once it is introduced, so always set out arrangements for reviewing the actual impact of the proposals e.g. 6 month or 12 months after implementation.

Identify who the monitoring will be reported to and what it is part of e.g. service monitoring or project monitoring. Then ensure the outcome of each action is added, this is just as important as identifying the potential impact.

Update to EqIA	
Date	Detail

Use this section for updates following the commencement of your proposal.

Contact us

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Inside Walsall: [http://int.walsall.gov.uk/Service information/Equality and diversity](http://int.walsall.gov.uk/Service_information/Equality_and_diversity)