

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

Proposal name	Corporate Plan 2021-22		
Directorate	Adult Social Care		
Service	Policy and Strategy Unit		
Responsible Officer	Stephen Gunther		
Proposal planning start	April 2020	Proposal start date (due or actual date)	1 st April 2021

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 ends in 2021 with a new 4 year plan to be developed over 2020. Due to the global Covid-19 pandemic, strategic assessments and engagement with the local community that inform the plan have been delayed. Therefore the proposal is to have a plan that covers 2021-22, a year of further engagement and understanding of the impact of the pandemic and then a plan covering 2022-25.</p> <p>The 2021-22 plan builds on the previous plan with the same vision of <i>Inequalities are reduced and all potential is maximised</i>. The plan sets out 5 areas of focus (EPICC), 10 outcomes and 20 markers of success to assess progress in delivery of the plan.</p>		
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

	Specific group/s		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 2021-22.
	Council employees		
	Other (identify)		
4	Please provide service data relating to this proposal on your customer's protected characteristics.		
	<p>The updated plan builds on the previous corporate plan with and markers of success. Impact of the plan will be monitored through the 20 Markers of success. These have been informed by directors across the Council and give an indication over the year on the achievement towards the 10 outcomes in the plan.</p> <p>Community focus groups and community and staff surveys undertaken in 2020 have been used to inform the plan. Additionally other insights including an ethnographic study on what it is like to be a child in Walsall, participation in the <i>Beyond Us and Them Research</i> Project which explores how societal cohesion is affected by the Covid-19 crisis and feedback gleaned through the work of the Local Outbreak Engagement Board have been used to inform the plan.</p>		
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 updated Plan with the Leader of the Council, Cabinet members and the Corporate Management Team and Directors group.

In 2021/22 the Joint Strategic Needs (and assets) Assessment (JSNA), community safety and economic assessments will be updated. Other engagement and listening events are to be planned throughout the year to inform the 2022/25 plan.

Consultation Activity			
Type of engagement/consultation	Presentation and discussion	Date	21/12/20
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. All specific characteristics were not collected.		
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	07/01/21
Who attended/participated?	Corporate Management Team		
Protected characteristics of participants	Individuals of the group cover 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 current plan • Agreed it would be sensible to have a years plan and further 3 years following a years engagement and further 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	Paper and Discussion	Date	Autumn 2020
Who attended/participated?	Cabinet members		
Protected characteristics of participants	Individuals of the group cover 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 current plan and to have a years plan 			
6	Concise overview of all evidence, engagement and consultation		

	<p>The general views of those consulted were that a refinement and a years plan while the impacts of the global pandemic was a sensible approach. 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 of the year towards delivering the agreed 10 outcomes.</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	<p>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.</p> <table border="1"> <thead> <tr> <th>Characteristic</th> <th>Affect</th> <th>Reason</th> <th>Action needed Yes</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td rowspan="10"> 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. </td> <td rowspan="10"> Quarterly reporting planned of progress made over the year would there is due consideration of the actions taken to reduce inequalities and maximise potential. Additionally they should consider any positive or negative impacts on the protected characteristics. </td> <td rowspan="10"></td> </tr> <tr> <td>Disability</td> </tr> <tr> <td>Gender reassignment</td> </tr> <tr> <td>Marriage and civil partnership</td> </tr> <tr> <td>Pregnancy and maternity</td> </tr> <tr> <td>Race</td> </tr> <tr> <td>Religion or belief</td> </tr> <tr> <td>Sex</td> </tr> <tr> <td>Sexual orientation</td> </tr> <tr> <td>Other (give detail)</td> </tr> <tr> <td>Further information</td> </tr> </tbody> </table>			Characteristic	Affect	Reason	Action needed Yes	Age	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.	Quarterly reporting planned of progress made over the year would there is due consideration of the actions taken to reduce inequalities and maximise potential. Additionally they should consider any positive or negative impacts on the protected characteristics.		Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Other (give detail)	Further information
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8	<p>Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.</p> <p>The proposal sets out the strategic ambition for the Council for the next year and should inform all other plans, policies and strategies and have a positive effect.</p>	(Delete one) yes																			
9	<p>Which justifiable action does the evidence, engagement and consultation feedback suggest you take?</p> <table border="1"> <tr> <td>A</td> <td>No major change required</td> </tr> <tr> <td>✓</td> <td>When no potential for discrimination or adverse impact is identified and all opportunities to promote equality have been taken.</td> </tr> </table>			A	No major change required	✓	When no potential for discrimination or adverse impact is identified and all opportunities to promote equality have been taken.														
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	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
<p>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.</p> <p>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.</p>				

Update to EqIA	
Date	Detail

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

Contact us

Community, Equality and Cohesion
Resources and Transformation

Telephone 01922 655797

Textphone 01922 654000

Email equality@walsall.gov.uk

Inside Walsall: http://int.walsall.gov.uk/Service_information/Equality_and_diversity