

Reigate & Banstead 2030 Consultation Draft Equality Impact Assessment, Sept 2024

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Introduction

This document assesses the impact of the draft Reigate & Banstead 2030 Corporate Plan's Vision, Themes and Objectives on those with protected equality characteristics and other vulnerabilities.

Information about those with protected characteristics in the borough and working at the Council is published annually in Borough and Workforce Equality characteristics reports on the Council website at [Equality | Equality | Reigate and Banstead \(reigate-banstead.gov.uk\)](https://www.reigate-banstead.gov.uk/equality).

As a high-level strategic document, the Corporate Plan does not include detailed information about the projects, strategies, policies, procedures and any service changes that will be required to deliver its objectives. For this reason, it has generally only been possible to identify 'potential impact' in this assessment, as actual impact will be dependent on how activities are designed and how delivery takes place. This makes it essential that more in-depth equality impact assessments are carried out over the course of the plan period by service areas across the Council.

For that reason, this assessment also highlights opportunities for assessing and identifying impact avoidance and mitigation measures, and opportunities for added value (for example to maximise positive equality impacts as well as avoiding negative ones).

As part of the draft Corporate Plan consultation we are inviting views on this Equality Impact Assessment of potential impact and the impact avoidance/mitigation process and added value opportunities. Further information about how to respond to the consultation is available on the Council's website www.reigate-banstead.gov.uk, by phoning 01737 276766, or by SMS to 0783 462 6468.

This document is also available in Excel spreadsheet format, in large print or in alternative languages on request.

Assessment of equality impact and opportunities for added value

Plan vision: A healthy, sustainable borough; and a resilient Council that enables our communities to thrive and provides support for those in need

Assessment of equality impact

There are likely to be positive equality impacts associated with a borough that is healthy, with the UN recognising the links between a healthy environment and human rights.

There are also likely to be positive equality benefits associated with Council activity that enables the range of different local communities to thrive while also providing more support for those in particular need.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this theme, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- As with any high level vision or plan, actual impact will depend on how specifically it is delivered. It will therefore be essential that equality impact is considered as individual elements of the Corporate Plan are planned and delivered

Opportunities for added value:

- Ensure options for added value are considered as individual elements of the Corporate Plan are planned and delivered.
- Ensure that a range of communication channels are used to promote the Corporate Plan / Vision

Theme 1: Enabling our communities to thrive

Assessment of equality impact

This theme recognises the importance of supporting resident health and wellbeing and enabling and empowering residents, as well as providing local amenities and addressing anti-social behaviour. All these elements have the potential to advance equality of opportunity and foster good relations between different people.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this theme, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Actual impact will depend on how objectives within this theme are delivered.
- It will therefore be essential that equality impact is considered as individual objectives are progressed.

Opportunities for added value:

- Ensure options for added value are considered as individual objectives within this theme are planned and delivered.

Objective 1.1.1: Towns and villages that serve our local communities

Assessment of equality impact (1)

This objective includes provision of a safe and accessible public environment within town centres, which will benefit those with accessibility needs arising from having protected characteristics and help eliminate discrimination

Summary of equality impact:

- Positive: Protected characteristic groups with accessibility needs, for example the elderly, disabled and pregnant women/new mothers. Other protected characteristic groups who face discrimination through crime / antisocial behaviour for example due to their ethnicity, religion, sexual orientation or gender reassignment

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme/project design.

Assessment of equality impact (2)

This objective includes working to offer services and amenities that meet resident, visitor and community needs, which will include the needs of those with protected characteristics and advance equality of opportunity

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific schemes and service proposals will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered from the outset of scheme/service proposal development.

Assessment of equality impact (3)

This objective includes enabling sustainable transport options, which have the potential to benefit those on lower incomes, but modes such as walking / cycling may not be accessible to some protected characteristic groups so it will be important that accessible modes of transport also continue to be supported

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities
- Potentially negative: Age, disability, pregnancy / maternity

Impact avoidance and mitigation required:

- Walking and cycling may not be appropriate for all residents, therefore it will be important that (working with partners) appropriate alternative modes of travel remain

available. Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme/project design.

Objective 1.1.2: Safe communities and tackling antisocial behaviour.

Assessment of equality impact (1)

This objective includes supporting resident safety including through the Reigate & Banstead Community Safety Partnership's action plan. For the current year this includes empowering communities to feel safe and protecting the most vulnerable from harm, which will benefit residents including who have one or more protected characteristics

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme/project design.

Assessment of equality impact (2)

This objective includes addressing causes of anti-social behaviour and putting preventative measures in place; which has the potential to contribute to a reduction in discrimination

Summary of equality impact:

- Positive: Any protected characteristic group that faces anti-social behaviour

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme/project design.

Assessment of equality impact (3)

This objective includes to maintain effective regulation of environmental health and licencing. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 1.1.3 A place to invest and do business.

Assessment of equality impact (1)

This objective includes to work with business representatives to promote the borough/area to the business community. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective includes to work with business representatives to promote the borough/area to the business community. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (3)

This objective includes to promote local business success and good practice. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 1.1.4 Thriving local businesses and employment opportunities.

Assessment of equality impact (1)

This objective includes to offer targeted grant funding and skills development for new/developing small businesses. The scheme has the opportunity to advance equality of opportunity and reduce discrimination but any specific equality impact is currently unknown. It will equally be important that no protected characteristic groups are excluded from benefitting / applying

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Specific schemes will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme design.

Assessment of equality impact (2)

This objective includes to enable local business networking and build business connections and relationships. Any specific equality impact is currently unknown and will depend on specific activity. There may be an equality impact if networking opportunities are not accessible to all, but equally the objective has the potential to advance equality of opportunity.

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Specific activities may require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of activity design.

Assessment of equality impact (3)

This objective includes to understand and shape local skills and training and provide residents with information about employment opportunities and has the potential to advance equality of opportunity by supporting those with protected characteristics to access training and/or employment.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Ensure that information and training is provided in an accessible format.

Opportunities for added value:

- Not applicable

Objective 1.1.5: Well planned sustainable development and infrastructure

Assessment of equality impact (1)

This objective includes to maintain an up to date local plan. The local plan has the opportunity to advance equality of opportunity and reduce discrimination but any specific equality impact is currently unknown.

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- The development of the local plan should be supported by equality impact assessment and include as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of the plan development process.

Assessment of equality impact (2)

This objective includes to provide a high quality planning service. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (3)

This objective includes to ensure developments deliver on their infrastructure and public benefit obligations. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (4)

This objective includes to adopt a Development Strategy to shape council-led development. This provides an opportunity to set out how council development will advance equality of opportunity and reduce discrimination but any specific equality impact is currently unknown

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- The development of the strategy should be supported by equality impact assessment and include as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of the strategy development process.

Objective 1.2.1: Strong, inclusive communities

Assessment of equality impact (1)

This objective includes to provide services and activities for all at our community centres. This will deliver positive equality benefits by ensuring that services and activities are accessible for those with protected characteristics.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific services / activities may require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of service/ activity design.

Assessment of equality impact (2)

This objective includes empowering communities to build on their strengths to support local people. This has the potential to deliver positive equality benefits for those with protected characteristics by helping foster good relations between different local groups.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- When working with communities it will be important to ensure engagement is carried out in a way that avoids discrimination and is accessible to all, including those with protected characteristics.

Opportunities for added value:

- Use local evidence to identify specific protected characteristic groups for which engagement and support activity can be targeted; ensure communication is carried out in an accessible way.

Assessment of equality impact (3)

This objective includes to maintain strong relationships with partner organisations. No direct equality impact is identified but closer working with key partners has the potential to benefit those with protected characteristics through the delivery of more 'joined up' support

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Ensure that consideration of equality impacts is at the heart of joint working on service delivery / specific projects, and that measures are put in place to avoid / mitigate any potential negative impact.

Opportunities for added value:

- Use local evidence to identify specific protected characteristic groups who would benefit particularly from partnership activity; ensure communication is carried out in an accessible way.

Objective 1.2.2: Leisure, sports and cultural services that support wellbeing.

Assessment of equality impact (1)

This objective includes to deliver the Leisure & Culture Strategy including a focus on providing accessible and financially sustainable services. The provision of accessible services will bring positive benefit to those with specific accessibility needs; the equality impact of any service change resulting from financial sustainability activity is not currently known

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities
- Negative: Unknown

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme/project design.

Assessment of equality impact (2)

This objective includes to provide sports and leisure facilities that meet the needs of residents across the borough, which should ensure that residents with protected characteristics are able to access these facilities. It is currently unknown if delivery of this objective will result in

any changes to the facilities provided, therefore any more specific equality impact is also currently unknown

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities
- Negative: Unknown

Impact avoidance and mitigation required:

- Should existing facilities, or how they are provided, be changed, this will require an equality impact assessment to determine any specific impact avoidance or mitigation measures required.

Opportunities for added value:

- Opportunities should be sought to maximise access to facilities for those with protected characteristics, in consultation with these residents.

Assessment of equality impact (3)

This objective includes to facilitate cultural opportunities and activities for residents across the borough, which should benefit residents with protected characteristics meaning they are able to access these facilities. It is currently unknown if delivery of this objective will result in any changes to the opportunities currently provided, therefore any more specific equality impact is also currently unknown

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities
- Negative: Unknown

Impact avoidance and mitigation required:

- Should existing services be changed, this will require an equality impact assessment to determine any specific impact avoidance or mitigation measures required.

Opportunities for added value:

- Opportunities should be sought to maximise access to cultural facilities for those with protected characteristics, and to facilitate cultural activities that celebrate diversity and foster good relations between different groups, in consultation with these residents.

Objective 1.2.3: Greenspaces that deliver health, recreation and nature benefits

Assessment of equality impact (1)

This objective includes to maintain and develop our parks, allotments and sports and recreation facilities to meet resident needs, which should benefit residents with protected characteristics. It is currently unknown if delivery of this objective will result in any changes to the form or management of the spaces currently provided, therefore any more specific equality impact is also currently unknown

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities
- Negative: Unknown

Impact avoidance and mitigation required:

- Should the form or management of spaces be changed, this will require an equality impact assessment to determine any specific impact avoidance or mitigation measures required.

Opportunities for added value:

- Opportunities should be sought to maximise access to greenspaces for those with protected characteristics, in consultation with these residents.

Assessment of equality impact (2)

This objective includes to preserve countryside and natural spaces to protect local amenity and enhance biodiversity. It is currently unknown if this will result in any change to spaces or services provided, therefore equality impact is also unknown.

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Should the way spaces are managed be changed, this will require assessment of equality impact to determine any specific impacts and as appropriate any impact avoidance or mitigation measures

Opportunities for added value:

- Opportunities should be sought to maximise access to countryside and natural spaces for those with protected characteristics, in consultation with these residents.

Assessment of equality impact (3)

This objective includes to provide appropriate memorial and reflection spaces and manage our local cemeteries. It is currently unknown if this will result in any change to spaces or services provided, therefore equality impact is also unknown.

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Should any new spaces be provided, or services changed, these will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Opportunities should be sought to maximise access to memorial and reflection spaces for those with protected characteristics, in consultation with these residents.

Objective 1.3.1 High quality waste, recycling and cleansing services

Assessment of equality impact (1)

This objective includes to maintain consistent collections. No equality impact is identified - the council will continue to offer assisted collections

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective includes to keep roads clear of litter and detritus. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (3)

This objective includes to keep public spaces clean and tidy. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (4)

This objective includes to implement the government's recycling plans, including offering a full recycling service to all properties. This is likely to have positive equality benefits as will increase the ability for all residents to benefit from kerbside recycling rather than have to take recycling to bring sites (which is an option that will not be accessible to all)

Summary of equality impact:

- Positive: Protected characteristic groups with accessibility needs, for example the elderly, disabled and pregnant women/new mothers.

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that communication about service changes is provided in accessible formats.

Objective 1.3.2: Environmentally and financially sustainable neighbourhood services

Assessment of equality impact (1)

This objective includes to continue to transition our fleet to low carbon. Emissions reduction will bring air quality benefits which will positively impact residents with respiratory problems

Summary of equality impact:

- Positive: Those with disabilities (respiratory problems)

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective includes to develop and implement infrastructure upgrades at the depot to support future service needs. Until more detail is available it is not possible to identify if there will be any equality impact

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- The project will require equality impact assessment to determine any impact and - as appropriate - any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups are considered as part of scheme/project design.

Theme 2: Support for those in need

Assessment of equality impact

This theme recognises that some residents face particular long term or temporary challenges and identifies a role for the Council in providing additional support. Many of these residents may have one or more protected characteristics and therefore this theme has the potential to benefit those residents.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this theme, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Actual impact will depend on how objectives within this theme are delivered. It will therefore be essential that equality impact is considered as individual objectives are progressed.

Opportunities for added value:

- Ensure options for added value are considered as individual objectives within this theme are planned and delivered.

Objective 2.1.1: Communities where local strengths are supported to overcome challenges.

Assessment of equality impact (1)

This objective includes to deliver locally targeted support focused on communities with the highest levels of need. We know that many residents in our target communities have one or more protected characteristics - this objective recognises the benefit that targeted support can bring to these areas and will bring positive equality impacts

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Use local evidence to identify specific protected characteristic groups for which targeted support should be delivered and deliver this in consultation with those groups.

Assessment of equality impact (2)

This objective includes enabling communities and partner organisations to work together including to prepare local action plans - these plans have the potential to identify specific local interventions that will benefit protected characteristic groups, based on assessment of local needs and engagement with residents, and has the potential to deliver positive equality impacts.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Use local evidence to identify specific protected characteristic groups for which targeted support should be delivered and deliver this in consultation with those groups.

Objective 2.1.2: Advice and practical assistance for those in need

Assessment of equality impact (1)

This objective includes to facilitate or deliver projects that address higher levels of local need supported by the use of Council facilities. We know that many of our residents in greatest need have one or more protected characteristics and therefore this objective will benefit those residents specifically, as well as those with other vulnerabilities

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Actual impact will depend on how projects contributing to this objective are delivered. It will therefore be essential that equality impact is considered as individual objectives are progressed.

Opportunities for added value:

- Use local evidence to identify specific protected characteristic groups towards whom projects should be targeted and develop these in consultation with those groups.

Assessment of equality impact (2)

This objective includes to provide targeted support and advice with particular access or advice needs, specifically those with protected characteristics for example assisted refuse collections, disabled facilities grants and money advice

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this theme, as do people with other vulnerabilities, but with specific actions benefitting those with disabilities or mobility issues being identified

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that local evidence informs the future development and delivery of highlighted activities Ensure that communication about these services is provided in accessible formats.

Assessment of equality impact (3)

This objective includes to administer grant funding programmes and in-kind support to directly and indirectly support resident wellbeing and communities. While it is anticipated that such programmes will include support targeted at vulnerable residents with protected characteristics, the specific equality impact will depend on the nature of the programmes.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities
- Negative: Unknown

Impact avoidance and mitigation required:

- Actual impact will depend on how grant funding programmes contributing to this objective are designed and delivered. It will therefore be essential that equality impact is considered as individual objectives are progressed.

Opportunities for added value:

- Ensure that local evidence informs the development of grant programmes. Ensure that communication about these opportunities is provided in accessible formats.

Objective 2.2.1: Affordable, social and temporary housing that helps meet local needs.

Assessment of equality impact (1)

This objective includes to agree council owned sites which are suitable for affordable housing and develop these where financially viable. In general terms any resident in housing need has the potential to benefit from an increase in the supply of local affordable housing, including those with protected characteristics.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific development proposals should give consideration to the need to advance equality of opportunity and avoid discrimination; and as appropriate - be designed to incorporate impact avoidance or mitigation measures.

Opportunities for added value:

- Consider the needs of protected characteristic groups in the design of new developments.

Assessment of equality impact (2)

This objective includes to pursue property acquisitions to extend the supply of available affordable and temporary housing. In general terms any resident in housing need has the potential to benefit from an increase in the supply of local affordable housing, including those with protected characteristics, who are likely to be overrepresented among those in greatest housing need.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific development proposals should give consideration to the need to advance equality of opportunity and avoid discrimination; and as appropriate - be designed to incorporate impact avoidance or mitigation measures.

Opportunities for added value:

- Consider the needs of protected characteristic groups in the design of new developments.

Assessment of equality impact (3)

This objective includes to support local registered providers to increase affordable housing availability In general terms any resident in housing need has the potential to benefit from an increase in the supply of local affordable housing, including those with protected characteristics.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific development proposals should give consideration to the need to advance equality of opportunity and avoid discrimination; and as appropriate - be designed to incorporate impact avoidance or mitigation measures.

Opportunities for added value:

- Consider the needs of protected characteristic groups in the design of new developments.

Objective 2.2.2: Make the best use of existing affordable homes

Assessment of equality impact (1)

This objective includes to operate an effective housing register. Residents on the housing register are more likely to be vulnerable, which may be directly or indirectly as a result of protected characteristics. An effective register will benefit these residents.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that communication and support is provided in an accessible way that meets the needs of those with protected characteristics.

Assessment of equality impact (2)

This objective includes working to provide the option for social housing tenants to downsize. While this objective is likely to be relevant to some residents with protected characteristics no equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that communication and support is provided in an accessible way that meets the needs of those with protected characteristics.

Objective 2.2.3: Improved outcomes for those facing housing challenges and homelessness

Assessment of equality impact (1)

This objective includes to work with those at risk of homelessness to help identify housing solutions and to help them access support. Many residents facing homelessness have protected characteristics so will benefit from this work

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that communication and support is provided in an accessible way that meets the needs of those with protected characteristics.

Assessment of equality impact (2)

This objective includes to increase access to emergency accommodation units within the borough. Many residents facing homelessness have protected characteristics - this objective will provide positive benefits by increasing the likelihood of those residents being able to stay locally and benefit from established local support networks.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that communication and support is provided in an accessible way that meets the needs of those with protected characteristics.

Assessment of equality impact (3)

This objective includes to improve our private rented assistance offer. The detail of this offer is not currently available but has the potential to benefit residents with protected characteristics who are in housing need.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of scheme/project design.

Theme 3: A resilient Council

Assessment of equality impact

This theme focuses on how the council is run, including how decisions are taken and the provision of support to its staff and elected members. Supporting people at the council to be resilient has the potential to advance equality of opportunity, help foster good relations between different groups and tackle discrimination.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this theme, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Actual impact will depend on how objectives within this theme are delivered. It will therefore be essential that equality impact is considered as individual objectives are progressed.

Opportunities for added value:

- Ensure options for added value are considered as individual objectives within this theme are planned and delivered.

Objective 3.1.1: Sound financial planning and value for money

Assessment of equality impact (1)

This objective includes to produce annual budgets supported by effective service planning. The equality impact of this objective is currently unknown as it will depend on decisions about service planning / funding on an annual basis

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Specific proposals and service plans will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups and those with other vulnerabilities are considered as part of service planning.

Assessment of equality impact (2)

This objective includes to maintain high levels of revenue collection and effective fraud prevention. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (3)

This objective includes to use our commercial property assets to generate income to help fund services. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (4)

This objective includes to operate effective and cost-efficient procurement and contract management. Embedding consideration of social value in our procurement practices will - in general terms - help ensure equality of opportunity for potential suppliers and maximise the local benefits that can be secured for local residents (including those with protected characteristics) from our purchasing activity.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that social value is embedded within procurement procedures and practice.

Objective 3.1.2: Evidence-based decisions and services

Assessment of equality impact (1)

This objective includes to develop our organisational capacity and culture in using data, and integrate data and evidence into strategy and decision making. This has the potential for positive equality impacts by ensuring that evidence about the distribution, prevalence and service needs of residents with protected characteristics is used to inform service planning and decision making.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that workforce and borough equalities data is kept up to date, and that this and other equalities information is used as a key piece of evidence to inform service planning and decision making.

Assessment of equality impact (2)

This objective includes to ensure responsible data management and information governance. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 3.2.1: Council properties that meet operational needs and sustainability goals

Assessment of equality impact (1)

This objective includes to upgrade the Depot to meet future service needs. Until more detail is available it is not possible to identify if there will be any equality impact

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- The project will require equality impact assessment to determine any impact and - as appropriate - any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure opportunities to maximise benefit for protected characteristic groups are considered as part of scheme/project design.

Assessment of equality impact (2)

This objective includes to improve the energy efficiency of our buildings. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (3)

This objective includes to maintain a regular schedule of building maintenance supported by reviews of current and future service needs. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 3.2.2: Effective and secure IT systems

Assessment of equality impact (1)

This objective includes to provide IT systems and tools which enable the Council and its staff to operate efficiently. IT provides an opportunity to advance equality of opportunity but may also introduce discrimination - any specific equality impact is currently unknown

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Assessment of equality impact (2)

This objective includes to maintain a secure and resilient system and network which is protected against disruption. No equality impact is identified

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (3)

This objective includes to investigate opportunities to provide additional benefits through digitisation and new technologies, which has the potential for both positive and negative benefits. New technology may present opportunities to deliver services in a more accessible way or better target support and information; on the other hand, over-reliance on some technologies can result in digital exclusion.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from the introduction of new technologies to increase and improve service accessibility
- Negative: Potential for digital exclusion, for example amongst the older population, those with disabilities or with different cultural/ethnic/language backgrounds

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures; Ensure that communication and support is provided in an accessible way that meets the needs of those with protected characteristics.

Objective 3.2.3: A fit for purpose and environmentally sustainable vehicle fleet

Assessment of equality impact (1)

This objective includes to maintain an effective fleet of operational vehicles. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective includes to pursue options for improving the environmental sustainability of the vehicle fleet. Emissions reduction will bring air quality benefits which will positively impact residents with respiratory problems

Summary of equality impact:

- Positive: Those with respiratory problems

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 3.3.1: An effective and resilient workforce

Assessment of equality impact (1)

This objective includes to undertake robust workforce planning to aid staff resourcing decisions and skills over time. No equality impacts are identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective includes to recruit, retain and develop staff needs to meet the needs of the organisation. Equality impact is currently unknown as it is not detailed as to how this will be achieved.

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Specific interventions will require equality impact assessment to determine any specific equality impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Approaches to recruiting, retaining and developing staff should be open and accessible to all.

Assessment of equality impact (3)

This objective includes to enable staff to be healthy, happy and high performing - although detail is pending, inclusive policies and practices, and supporting and celebrating diversity will be a central tenet in achieving this objective.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Embed tackling discrimination, celebrating diversity and inclusive practices in HR and OD activity.

Objective 3.3.2: A clearly defined, inclusive and positive organisational culture

Assessment of equality impact (1)

This objective includes to update our organisational vision, values and behaviours. Equality impact is currently unknown as the nature of any updates is not currently known

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- In updating vision, values and behaviours, equality impact should be considered and as appropriate any impact avoidance or mitigation measures introduced.

Opportunities for added value:

- Embed tackling discrimination, celebrating diversity and inclusive practices in this work.

Assessment of equality impact (2)

This objective includes a continued commitment to staff wellbeing and protecting the health and safety of staff - although detail is pending, these measures should contribute to an inclusive culture and targeted support being made available for staff with protected characteristics.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Embed tackling discrimination, celebrating diversity and inclusive practices in wellbeing and health and safety policies and procedures.

Objective 3.3.3 Support and training for elected members

Assessment of equality impact (1)

This objective includes to provide elected members with induction and training to equip them with the skills they need: training on equalities, diversity and inclusion is an important element of this and will ensure that councillors are able to discharge their duties while also advancing equality of opportunity and working to eliminate discrimination.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure training is provided in a way that is accessible to all.

Assessment of equality impact (2)

This objective includes to ensure elected members have access to resources, information and support to enable them to make effective and informed decisions. Provision of information about the equality impact of decisions will help contribute to the achievement of this objective.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure material is provided in accessible formats; ensure that information includes in relation to the equality implications of decisions and how positive benefits can be maximised and negative impacts minimised.

Assessment of equality impact (3)

This objective includes to maintain a positive relationship between elected members and staff, which will contribute to fostering good relations between people of different backgrounds and experiences.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 3.4.1: Communication that is accessible to all

Assessment of equality impact (1)

This objective includes to maintain a suite of communication channels (digital and non-digital) to engage all of our communities - the focus on engaging all our communities captures communities with protected characteristics therefore this objective will have positive equality benefits

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit from this objective

Impact avoidance and mitigation required:

- The accessibility of specific channels should be assessed to determine any specific equality impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective includes to offer a website that is customer-centric and complies with Web Content Accessibility Guidelines standards, benefitting those with disabilities who would otherwise be unable to access web information

Summary of equality impact:

- Positive: Those with disabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Objective 3.4.2: The opportunity to shape and influence our services

Assessment of equality impact (1)

This objective includes to develop opportunities for community and partner participation in service planning. This has the potential to make it easier for those with protected characteristics to shape council services however the extent to which participation is supported will depend on detailed scheme design

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Specific schemes and projects will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure that protected characteristic groups are enabled and supported to participate and that engagement and communication is accessible to all.

Assessment of equality impact (2)

This objective includes to educate and empower staff to engage and consult effectively. This will ensure equality of opportunity for protected characteristic groups to participate in consultations

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that protected characteristic groups are enabled and supported to provide feedback and that engagement and communication is accessible to all.

Assessment of equality impact (3)

This objective includes to gather regular feedback from residents on service satisfaction and priorities. This objective presents a positive opportunity to seek feedback from service users with protected characteristics (or representative groups) to improve council service delivery

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that protected characteristic groups are enabled and supported to provide feedback and that engagement and communication is accessible to all.

Objective 3.4.3: Listening and learning from feedback

Assessment of equality impact (1)

This objective includes to seek and be open to ideas and input from service users and partners. This objective presents a positive opportunity to listen to ideas from service users with protected characteristics (or representative groups) to improve council service delivery

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that protected characteristic groups are enabled and supported to provide feedback and that engagement and communication is accessible to all.

Assessment of equality impact (2)

This objective includes to respond to and learn from complaints. The equality impact of this objective is unknown as it depends on the nature of complaints received, however it has the potential to bring positive equality benefits if it results in services being provided in a more accessible way.

Summary of equality impact:

- Unknown

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Consider if there are positive equality opportunities that can be incorporated within any learnings.

Assessment of equality impact (3)

This objective includes to publish 'you said / we did' updates on our website from consultations. No equality impact is identified.

Summary of equality impact:

- Neutral

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Equality Objective 1: Plan and shape services to support equality using data and local insights

Assessment of equality impact (1)

This objective includes ensuring that service planning includes consideration of the needs of service users and the impact of any changes on service users, which will help ensure equality of opportunity and avoidance of discrimination.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Changes to service provision will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure that consideration of equality and the needs of service users with protected characteristics is incorporated within service planning; and where appropriate consultation with potentially impacted groups is undertaken.

Assessment of equality impact (2)

This objective suggests regular reviews of existing services to consider how needs may have changed and if service delivery needs to change - this will help ensure that up to date information about the needs of our residents (including those with protected characteristics) is taken into account

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Changes to service provision will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure that consideration of up to date information about equality and the needs of service users with protected characteristics is available and informs service reviews.

Assessment of equality impact (3)

This objective commits to listening to and taking account of feedback and consideration where groups may be underrepresented in feedback. This objective presents a positive opportunity to seek feedback from service users with protected characteristics (or representative groups) to improve council service delivery

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that protected characteristic groups are enabled and supported to provide feedback and that engagement and communication is accessible to all.

Equality Objective 2: Support strong inclusive communities

Assessment of equality impact (1)

This objective includes promoting and making information available on how residents and communities can contribute to making the borough a welcoming place to live - this will have a positive equality impact by helping to foster good relationships within communities and between different groups.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that information and support is provided in a way that is accessible to all.

Assessment of equality impact (2)

This objective highlights the use of community partnerships, community development workers and other teams to understand residents interests and enable strengths. . We know that many residents in our target communities have one or more protected characteristics - this objective recognises the benefit that targeted support can bring to these areas and will bring positive equality impacts by increasing equality of opportunity and fostering good local relations

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Use local evidence to identify specific protected characteristic groups towards whom projects should be targeted and develop these in consultation with those groups.

Assessment of equality impact (3)

This objective commits us to respond to cases where it is identified more could be done to support inclusion, which should have positive benefits if any areas for improvement are identified.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that protected characteristic groups are enabled and supported to provide feedback and that engagement and communication is accessible to all.

Equality Objective 3: Provide accessible information and services

Assessment of equality impact (1)

This objective includes making it possible to contact the council and find information about services through a range of channels which are set up to be easy to use for those with a wide range of needs. By ensuring contact / information is accessible to all, including those with limitations on their vision, hearing, learning abilities or mobility, or those with particular language or contact requirements, positive equality impacts will be delivered.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- The accessibility of specific channels should be assessed to determine any specific equality impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Not applicable

Assessment of equality impact (2)

This objective also commits to comply with all national regulations and guidance to support accessibility, benefitting those with disabilities who would otherwise be unable to access information

Summary of equality impact:

- Positive: Those with disabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Not applicable

Equality Objective 4: Embrace equality and inclusion as an employer

Assessment of equality impact (1)

This objective includes to regularly review our HR policies and procedures to make sure they remain up to date - this will help ensure that up to date information about staff needs (including those with protected characteristics) is taken into account

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Changes to policies and procedures will require equality impact assessment to determine any specific impacts and as appropriate any impact avoidance or mitigation measures.

Opportunities for added value:

- Ensure that consideration of up to date information about equality and the needs of service users with protected characteristics is available and informs policy reviews.

Assessment of equality impact (2)

This objective includes to make sure our practices and culture, including around recruitment and staff progression are inclusive, which will ensure that those with protected characteristics are afforded equality of opportunity and are not discriminated against.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that consideration of up to date information about equality and the needs of staff users with protected characteristics is available and informs council practices and culture.

Assessment of equality impact (3)

This objective commits the council to look for opportunities to be proactive in supporting equality and inclusion as an employer, which will ensure that those with protected characteristics are afforded equality of opportunity and are not discriminated against.

Summary of equality impact:

- Positive: All protected characteristic groups have the potential to benefit as a result of this objective, as do people with other vulnerabilities

Impact avoidance and mitigation required:

- Not applicable

Opportunities for added value:

- Ensure that consideration of up to date information about equality and the needs of staff users with protected characteristics is available and informs this work.