

Northampton Borough Council

Equality Impact Full Assessment Form for:

Corporate Plan 2012-2015 (2014 Review)

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| Project Name: | Corporate Plan EIA | | |
| Date: | Reviewed February 2011 January 2012 February 2013 January 2014 | Release: | Final |
| Author: | Silvina Katz, Corporate Policy and Consultation Manager 01604 837573 | | |

1.1 Aims/objectives and purpose of the policy/service

The Corporate Plan is a key driver for NBC as it sets our ambitions, challenges, priorities and key targets over the life of the plan. The Council is fully committed to delivering on its public sector equality duties.

The Corporate Plan for 2012/15 was adopted by the Council in February 2012. This document was subject to annual reviews. The focus of the 2014 update was to re-word priority headings to better reflect the strategic direction of the Council. This update consisted of a “light-touch” review.

The Corporate Plan priorities were developed in consultation with local residents, stakeholders (including the community and voluntary sector and the business community) and staff during 2010/11.

The Council key priorities were reviewed during the 2011/12, 2012/13 and 2014/15 budget and business planning processes. The Corporate Plan 2012-15 priorities were further informed by the priorities detailed within the Conservative Manifesto mandated through the 2011 May Elections. Draft budget proposals were developed to take into account these priorities.

Consultation on draft budget proposals for 2014/19 ran for 6 weeks in the Winter 2013/14. Consultation feedback was used to clarify priorities, understand the impacts of draft budget proposals and inform spending/saving options to be reflected in our future plans and budget.

The development of the Corporate Plan (and its updates) has been informed by the consultation feedback and the Plan is presented for Cabinet endorsement.

To support monitoring and delivery of the Council’s Corporate Plan priorities, a number of key corporate measures will underpin the Plan.

2.0 Scope/focus of the EIA

In order to consider how the plan will impact on the communities it will be necessary to review:

- Previous EIA
- The process followed to produce the document (to check how all sectors of the community are able to contribute to the process)
- The components and priorities set (to check how all sectors of the community can benefit from the process)

3.0 Relevant data and/or undertake research

The Corporate Plan has been developed through:

- Experience and knowledge from the development of Corporate Plans from 2007 to 2013
- Reviewing examples of Corporate Plans from other authorities
- Understanding our residents profile

Other key datasets and relevant information include:

- Local Profile Census 2011
- Review of NBC Consultations 2010 through to 2013
- Alignment of Consultation Activity and Manifesto May 2011

4.0 Assess and/or undertake consultation

Northampton Borough Council consults local residents and stakeholders to help decide its key priorities and budget. In 2010/11 we asked people to comment in two stages as part of our **Difficult Choices** consultation programme. Phase 1 focused on key priority areas for residents and Phase 2 focused on priority savings and spending as part of the budget consultation. In 2011/12 mandate for priorities was obtained at the Local Elections in May 2011 and budgetary proposals were consulted during winter 2011/12 as part of the **Facing the Challenge** programme and again during 2012/13 and 2013/14 for the respective forthcoming Budgets.

To ensure a wide participation, the consultation approach used a range of consultation mechanisms including on-line and paper surveys, public meetings, community forums and overview and scrutiny meetings. The local media promoted the opportunities to take part.

A profile of respondents by gender, age and ethnicity was collected to monitor sample representation.

Council members, senior managers and key stakeholders were kept informed of the views that people were expressing.

Budget proposals and options and proposed policy changes were accompanied by an impact assessment, as appropriate, to understand how these would affect the various communities and people and groups with protected characteristics (e.g. race, disability, gender or gender identity/assignment, pregnancy and maternity, sexual orientation, age, religion, faith and belief). Full details (including EIAs and related

information) are available at www.northampton.gov.uk/2014budget. The responses that people gave were used to inform the budget setting process.

5.0 Assessment of impact and outcomes

5.1 About the process

The consultation process was comprehensive and care was taken to ensure that views from sectors that are traditionally not reached were elicited and considered.

Consultation undertaken previously told us that people needed:

- Language to be clear and accessible to all sectors
- Accessible meetings to maximise opportunity to attend
- To understand impacts arising from any policy changes

Those views were taken into consideration and the language used in the survey questions and explanatory text was reviewed for clarity and simplicity, avoiding council acronyms and terminology where appropriate.

Surveys were made available in hard copy and on-line to ensure it was accessible to many. Care was taken in the design of the questionnaire and information, which was available in alternative formats upon request. Assistance to complete the survey was also made available via various means.

5.2 About the components and priorities

There have been no unintended adverse impacts identified in the development of the priorities or policy content of the Corporate Plan.

Delivery of equalities spans across all services (including employment). The plan sets our priorities for improvement but also needs to reflect the other (including statutory) activities we need to do as a council.

The Plan is titled “Northampton alive with innovation, enterprise and opportunity” and is split into two themes with a total of eight priority outcomes:

| Your Town | You |
|--|---|
| <p data-bbox="376 297 628 331">Northampton Alive</p> <p data-bbox="244 376 762 409">Invest in safer, cleaner neighbourhoods</p> <p data-bbox="264 454 742 488">Celebrating our heritage and culture</p> <p data-bbox="331 533 675 566">Making every £ go further</p> | <p data-bbox="930 297 1294 331">Better homes for the future</p> <p data-bbox="882 376 1342 409">Creating empowered communities</p> <p data-bbox="895 454 1329 488">Promoting health and well-being</p> <p data-bbox="940 533 1284 566">Responding to your needs</p> |

Community/Equality impacts were considered within the budget and priority setting context. No unintended adverse impact has been identified in relation to known protected characteristics including disability, gender (including reassignment) pregnancy and maternity, race, religion or belief, sex and sexual orientation in relation to the Corporate Plan.

5.3 Reducing any disproportionate adverse impact

See table below

5.4 Publication of result

Results of the consultation have been published on the web and on modern.gov as an attachment to Cabinet papers.

6.0 Monitoring and review

Monitoring and review will be undertaken as part of the Corporate Performance Framework and on-going self-assessment against the Equality Framework.

Compiled by: Silvina Katz

Reviewed by: Carl Tovey

Date: 29 January 2014

Equality Impact Assessment Improvement Plan

The table below should be completed using the information from the Equality Impact Assessment to produce an action plan for the implementation of proposals to:

1. Lower the negative impact? **And/Or**
2. Ensure that the negative impact is legal under anti-discriminatory law? **And/Or**
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups? i.e. increase the positive impact

Please ensure that you update your service/business plan with the equality objectives/targets and actions identified below:

| Area of negative impact/ concern | Changes proposed | Lead Officer | Timescale | Resource implication | Comments |
|--|---|--|--|---------------------------|--|
| The formulation of Corporate Plan process was iterative and involved a wide audience with differing requirements | | Borough Secretary | Agree timetable for future process | Within existing resources | Good governance |
| Due consideration of impact in relation to all policies and strategies | EIA should be led by managers responsible for the area being assessed to inform decision making | | Ongoing and iterative | Within existing resources | Good governance |
| On the document: Language needs to be clear | Use plain English where possible - Communications Strategy | Performance Team Leader | At all stages of drafting and consultation. | Within existing resources | The plan is a key strategic document which should be accessible to all audiences |
| On consultation: Inclusivity and wider participation | Consider alternative means for consultation to ensure that those unable to attend public meetings can contribute effectively to the consultation and arranging public meeting across the town | Leaders supported by Corporate Policy and Consultation Manager | Consultation Process to span through priority and budget setting timetable | Within existing resources | Within the principles of the Community Engagement Strategy (having regard to Consultation Toolkit) |
| Equality Framework | Ensure greater consideration of equality issues in the development of Corporate Plan priorities in future years to ensure focus on addressing inequality | Senior Management/ Heads of Service | Service Plans to be agreed by March 2014 | Within existing resources | |

Sign off (Head of Service): Francis Fernandes -February 2014

Equality Impact Assessment: Summary Report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the authority's web site and return it to the Policy Team

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| Date of Assessment: January 2014 |
| Completing Officer's Title/Position: Silvina Katz, Corporate Policy and Consultation Manager |
| Service, Policy, Procedure, or Practice that was Impact Assessed: Corporate Plan (2014 review) |
| Summary of findings: Consultation results revealed that the profile of respondents to consultation matched the profile of the community at large. This is indicative of an inclusive process. Policy options and priority setting have been individually assessed for community impact and mitigation on reviews put in place as appropriate. The 2014 refresh has reviewed the strategic objectives and re-worded priorities accordingly. |
| Summary of Recommendations and Key Points of Action Plan: Future developments in the Corporate Plan need to give consideration to addressing equalities issues in the identification of priorities and key actions and they also need to be clearly reflected in relevant service plans. An ongoing assessment will be needed in relation to individual policies and policy changes to understand how their implementation has affected communities. |
| Groups that this policy will impact upon: ALL protected characteristics (in accordance with the Equality Act) |