

## FULL EQUALITY IMPACT ASSESSMENT

<b>Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)</b>	Corporate Plan (2021-2025)	
<b>Lead Officer Name(s) &amp; Job Title(s) :</b>	Neil Shaw, Chief Executive	
<b>Department/Service Area:</b>	N/A	
<b>Telephone &amp; E-mail Contact:</b>	neilshaw@rossendalebc.gov.uk Tel: 07779 258818	
<b>Date Assessment:</b>	<b>Commenced:</b> 15/2/21	<b>Completed:</b> 31/3/21

**We carry out Equality Impact Assessments (EIA) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.**

### 1. OVERVIEW

<b>The main aims/objectives of this strategy are:</b>
<ul style="list-style-type: none"> <li>• To set the strategic direction for the council for the next four year period</li> <li>• To clearly identify the council's strategic priorities</li> </ul>

(Refer to "**EIA Guidance**" for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted  x

Existing

<b>The main intended people or groups that will be most affected by this policy are:</b>
<ul style="list-style-type: none"> <li>• The strategy applies to all residents of the borough</li> <li>• The strategy will impact some visitors to the borough</li> <li>• Specific vulnerable groups will be impacted including; homeless, unemployed people, people with physical and mental health disabilities</li> </ul>

(Refer to "**EIA Guidance**" for details)

## 2. FINDINGS / EVIDENCE

<b>FINDINGS/EVIDENCE: The following information/data has been considered in developing this policy/decision (including any consultation or engagement):</b>	
<b>Information/data obtained and/or Consultation/engagement carried out (please state who with)</b>	<b>What does this tell us? / What does it say?</b>
Data: key borough demographic data including; NOMIS (for employment and educational attainment), ONS (for health and economic data)	Current statistical information on size of the local economy, health, educational attainment, housing growth, deprivation indices, life expectancy.
Consultation: RBC elected members though briefings in January 2021	Feedback on the proposed priorities which shaped the draft prior to public consultation.
Consultation: key partner agency consultation – <ul style="list-style-type: none"> <li>- Rossendale Leisure Trust</li> <li>- East Lancashire CCG</li> <li>- Lancashire County Council</li> <li>- Rossendale Civic Pride</li> <li>- Bacup Pride</li> <li>- East Lancashire Railway</li> <li>- Rawtenstall Chamber of Commerce</li> <li>- The Whitaker CIC</li> <li>- CLAW</li> </ul> 4 February to 20 March 2021	One formal written response was received (from Lancashire County Council), with the following feedback - adding reference to colleges into the 'Vibrant Local Economy' section and their role in matching business opportunities with the right skill provision. An amendment to the Plan was made as a result.
Consultation: general public consultation (via the RBC website) and with local community groups 4 February to 20 March 2021	Three formal written responses were received, raising the following specific issues: <ul style="list-style-type: none"> <li>• Positive support for the Rawtenstall to Manchester rail link (no amendment needed to the draft)</li> <li>• Developing an improved accommodation offer but questioning the need to develop a new hotel (comment noted but no amendment to the draft made)</li> <li>• More support for local events (comment noted and influenced development of the action plan)</li> <li>• More work to be undertaken on cycling (comment noted and influenced development of the action plan)</li> </ul>
Consultation: Citizens Panel 4 February to 20 March 2021	

Add more/delete rows as required - See **EIA Guidance**

### 3. EQUALITY IMPACT

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact from an equalities perspective on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified.** See EIA Guidance

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	x	<input type="checkbox"/>	Strategy has a focus on enabling residents to remain in their own homes and live independent lives	<input type="checkbox"/>
	Younger people and children	x	<input type="checkbox"/>	Strategy has a focus on better access to and take up of health and wellbeing activities including improved leisure facilities and working with schools/businesses to boost the number of apprenticeships and ensure more local people can benefit from local job opportunities	<input type="checkbox"/>
Disability	Physical/learning/mental health	x	<input type="checkbox"/>	Strategy has a specific focus on better access to and take up of health and wellbeing activities and a more joined up approach working with health partners, LCC and the voluntary sector to improve the mental health of local people	<input type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>		x
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>		x
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>		x
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>		x
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>		x
	White British	<input type="checkbox"/>	<input type="checkbox"/>		x
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>		x
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>		x
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>		x
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>		x

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
<b>Sex</b>	Women	<input type="checkbox"/>	<input type="checkbox"/>		x
	Men	<input type="checkbox"/>	<input type="checkbox"/>		x
<b>Sexual Orientation</b>	gay men, gay women / lesbians, and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		x
<b>Marriage and Civil Partnership</b> (employment only)		<input type="checkbox"/>	<input type="checkbox"/>		
<b>Contribution to equality of opportunity</b>		x	<input type="checkbox"/>	Strategy has a specific focus on the work of Rossendale Works, aimed at improving equality of opportunity for economically excluded local people	<input type="checkbox"/>
<b>Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)</b>		<input type="checkbox"/>	<input type="checkbox"/>		x
<b>Human Rights</b> <a href="http://intranet/site/scripts/documents_info.php?categoryID=86&amp;documentID=251">http://intranet/site/scripts/documents_info.php?categoryID=86&amp;documentID=251</a>		<input type="checkbox"/>	<input type="checkbox"/>		x

#### 4. OUTCOME OF EIA – COURSE OF ACTION TO BE TAKEN

What course of action does this EIA suggest you take? More than one of the following may apply	Please indicate
<p><b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.</p>	<input type="checkbox"/>
<p><b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? If there is a negative impact identified, you must consider (and evidence/record) what mitigating actions you have or will put in place to reduce the negative impact where/if possible, and to enhance the positive impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<b>x</b>
<p><b>Outcome 3: Continue the policy despite potential for negative impact</b> or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input type="checkbox"/>
<p><b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination or significant negative impact that can not be justified or mitigated against. <u>You must speak to the People and Policy Team immediately.</u></p>	<input type="checkbox"/>

**If a negative impact as been identified and there are no sufficient mitigating actions in place or planned. Please see the guidance and you must speak to/ see advice from your Head of Service or the People and Policy Team.**

## 5. EIA ACTION PLAN & REVIEW

Based on the impact assessment, findings/evidence and outcomes identified above, please complete the Action Plan below – these should be actions arising as a result of undertaking the EIA.

The Action Plan should address (not exhaustively):-

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential affects.
- How you will address any gaps.
- What practical changes/action will help reduce any negative impacts that you have identified.
- What practical changes/action will help enhance any positive contributions to equality?

Further Actions Required: Yes  No

### EIA Action Plan

Issue	Action required	Lead officer	Timescale
Annual action plan	When the action plan is developed annually it should consider whether the strategic priorities need to be changed or adjusted to address the specific equalities issues identified earlier in this EIA	Neil Shaw	Annually (generally Q4)

Please add more rows if required.

***Actions arising from the Impact assessment should form part of the business planning process for service areas.***

### Monitoring & Reviewing the Effect of the Policy

Please state how you will monitor the impact and effect of this strategy and where this will be reported:

Delivery of the strategy is monitored quarterly with reports to CMT and Overview & Scrutiny (and annually to Council).

Each year when the annual action plan is developed it should consider whether the strategic priorities need to be changed or adjusted to address the specific equalities issues identified earlier in this EIA.

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**INTERNAL ONLY**

**MANAGEMENT ACTION REQUIRED (to be completed by the relevant Head of Service following Management Team / Programme Board review)**

- Outcome of EIA agreed/approved by Management Team / Programme Board :  
Yes x      No
- Referred back to Assessor/Author for amendment : N/A      (date)
- Published/made publicly available on:      (date)



Signed:

Date: 6 April 2021

Date of Review: Q4 2021/22