

## Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

**Version 3: January 2013**

Title of proposal <i>(include forward plan reference if available)</i>	Corporate Plan 2020 - 2025 and Budget.
Directorate and Service Area	Service Improvement – Vision and Policy
Name and title of Lead Officer completing this EIA	Claire Sanderson – Lead Officer Vision and Policy
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Names and titles of other officers involved in completing this EIA	Jane Alexander – Senior Lead Officer Sarah Sprung - Senior Lead Officer
Partners involved with the EIA where jointly completed	
Date EIA completed	6 February 2020
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	
Date EIA considered by Cabinet Member	

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

**1. The purpose of the proposal or decision required  
(Please provide as much information as possible)**

The purpose of this report is for Cabinet to consider the draft Corporate Plan and the Budget and refer to Budget and Corporate Scrutiny Management Board for further detailed review and analysis.

The Corporate Plan sets out the Council’s priorities for the next five years. It will be at the heart of the Council’s planning framework, setting the direction across the whole Council. The Plan contains six strategic outcomes, supported by a series of commitments and a vision for one team, one council – the creation of a more efficient council. Detailed action plans to support this plan will be developed in due course. The six strategic outcomes are as follows:

- The best start in life for children and young people
- People live well and age well
- Strong, resilient communities
- Quality homes in thriving neighbourhoods
- A strong and Inclusive Economy
- A connected and accessible Sandwell

The Cabinet, at its’ meeting on 5 February 2020, received a report about the provisional local government finance settlement and approved net revenue target budgets for services. Those services have now submitted detailed financial plans. These are shown in the appendices attached to this report and can be summarised as follows:

Service	Gross Expenditure £m	Income £m	Net Expenditure
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			<b>£m</b>
Resources	39.549	22.842	16.707
Adult Social Care, Health & Wellbeing	238.518	147.018	91.500
Children's Services	101.717	19.011	82.706
Regeneration & Growth	50.817	28.163	22.654
	36.946	18.237	18.709

The Corporate Plan contains details about future service provision and how each directorate will spend the target budget available to them. Further review of these plans is required to assess that value for money will be achieved and progress is made towards achieving the council's Vision 2030 ambitions.

## **2. Evidence used/considered**

The Corporate Plan has drawn on the evidence contained in the State of the Borough report (January 2020). It has also been informed by the Council's own array of strategies and plans, including the recently published Inclusive Economy Deal and directorate finance plans.

## **3. Consultation**

Consultation has taken place with the Council's Leadership Team, Cabinet Members and Members of the Council. Extensive consultation was undertaken with all stakeholders in developing the council's long-term vision (Vision 2030) and the Corporate Plan, in part, is the council's contribution to this and its priorities.

Detailed delivery planning will drive forward our strategic outcomes, work on this phase will commence in March 2020 and will offer opportunity for all staff to engage and help shape our way forward, as well as by our partners.

## **4. Assess likely impact**

**Please give an outline of the overall impact if possible.**

It is assessed that the proposals in this report will have no adverse impact on groups with protected characteristics. The high-level Sandwell Plan and six strategic priorities and the plans that will be developed to deliver them, including alignment of budgets, should have a positive impact on the residents and visitors to Sandwell; including those with protected characteristics.

The Plan contains ambitious plans to improve the lives of the residents of the Sandwell Borough, starting from birth, (the first 1,000 days), through childhood to old age. The impact therefore should be a positive one, through improved educational opportunities, services to vulnerable children, increased health and wellbeing and services to the elderly. There are plans to regenerate the Borough's six towns and to address the climate and environmental concerns by working collectively to reduce carbon emissions and improve air quality. Furthermore, there are ambitions to enhance Sandwell's green and open spaces. There should also be a significant positive economic impact from the role out of Sandwell's Inclusive Economy Deal.

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**

#### 4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact ✓	Negative Impact ✓	No Impact ✓	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
<b>Age</b>	✓			There will be a positive impact on this protected characteristic through the strategic outcome “People Live Well and Age Well” and “The best start in life for children and young people”. There are plans to improve choice and independence for those with care and support needs and to improve services through joined up health and social care.
<b>Disability</b>	✓			There will be a positive impact on this protected characteristic through the strategic outcome “People Live Well and Age Well”. There are plans to improve choice and independence for those with care and support needs and to improve services through joined up health and social care.

<b>Gender reassignment</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.
<b>Marriage and civil partnership</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.
<b>Pregnancy and maternity</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.
<b>Race</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.

<b>Religion or belief</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.
<b>Sex</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.
<b>Sexual orientation</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.
<b>Other</b>	✓			The Corporate Plan's six strategic outcomes listed above, together with the supporting commitments should have a positive impact directly or indirectly on the residents and visitors to Sandwell; including those with protected characteristics.

Does this EIA require a full impact assessment? Yes

No X



If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

**5. What actions can be taken to mitigate any adverse impacts?**

**6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?**

The screening exercise has indicated that the proposals in the report will not have any adverse impact on people with protected characteristics and as such no changes are recommended to the original proposals.

**7. Monitoring arrangements**

## 8. Action planning

You may wish to use the action plan template below



**9. Publish the EIA**

## **Where can I get additional information, advice and guidance?**

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

### **Practical advice, guidance and support**

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

**Please contact:**

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