

**Corporate Improvement Plan 2016-2019****Equality Impact Assessment**

<b>Where do you work?</b>
Service Area: Corporate Strategy and Democratic Services
Directorate: Chief Executives

**(a) This EIA is being completed for a...**

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>
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**(b) Please name and describe below...**

Corporate Improvement Plan 'Rising to the Challenge' 2016-2019

This Plan sets out the top priorities the Council will focus on over the next three years, as well as building on the progress that has been made to date. These priorities are firmly anchored in the new financial reality facing the Council and are referred to as our improvement objectives.

**(c) It was initially screened for relevance to Equality and Diversity on.****(d) It was found to be relevant to...**

Age .....	<input checked="" type="checkbox"/>	Race .....	<input checked="" type="checkbox"/>
Disability .....	<input checked="" type="checkbox"/>	Religion or belief .....	<input checked="" type="checkbox"/>
Gender reassignment .....	<input checked="" type="checkbox"/>	Sex .....	<input checked="" type="checkbox"/>
Marriage & civil partnership .....	<input checked="" type="checkbox"/>	Sexual orientation .....	<input checked="" type="checkbox"/>
Pregnancy and maternity .....	<input checked="" type="checkbox"/>	Welsh language .....	<input checked="" type="checkbox"/>

**(e) Lead Officer**

**Name:** Caryn Furlow

**Job title:** Corporate Policy, Performance  
& Partnerships Manager

**Date:** 06<sup>th</sup> April 2016

**(f) Approved by Head of Service**

**Name:** Karen Jones

**Date:** 12<sup>th</sup> April 2016

## Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

### **What are the aims?**

The Plan is a forward looking document setting out the Council's arrangements to secure continuous improvement. The Plan also sets out the top priorities (6 in total) the Council will focus on over the next three years. The priorities are known as improvement objectives and are listed below:

- 1. Improving outcomes for children in need and looked after children by improving the performance of the Council's Children and Young People Services Department.**
- 2. Raising educational standards and attainment for all young people.**
- 3. Maximising the number of adults who are able to live independently with or without support within the home of their choice within their community.**
- 4. Supporting and investing in our town centres and communities to promote economic growth, regeneration and sustainability to maximise job opportunities and improving access to employment.**
- 5. Increasing the percentage of waste recycled and composted.**
- 6. Improving customer / citizen access to services and functions provided by the Council or on behalf of the Council and improving the efficiency of those services and functions.**

### **Who has responsibility?**

The Plan is the responsibility of the Executive, endorsed by full Council.

Corporate Directors have overall responsibility for the implementation of each improvement objective as below:

Director of Social Services and Health and Housing – improvement objective 1, 4 and 3

Director of Education, Leisure and Lifelong Learning – improvement objective 2

Director of Environment – improvement objective 4 and 5

Director of Finance – improvement objective 4 and 6

### **Who are the stakeholders?**

Children, young people, older people, vulnerable people, public, employees, other agencies, local businesses and external auditors and regulators.

## Section 2 - Information about Service Users (See guidance):

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age .....	<input checked="" type="checkbox"/>	Race .....	<input checked="" type="checkbox"/>
Disability .....	<input checked="" type="checkbox"/>	Religion or belief.....	<input checked="" type="checkbox"/>
Gender reassignment .....	<input checked="" type="checkbox"/>	Sex .....	<input checked="" type="checkbox"/>
Marriage & civil partnership .....	<input checked="" type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Pregnancy and maternity .....	<input checked="" type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>

### What information do you know about your service users and how is this information collected?

- 2011 Census fact sheet: source Office for National Statistics – (see attached).
- Information collected on protected characteristics via service users from each directorate providing services mentioned above in 'who has responsibility'.

### Any Actions required?

Consider data collection as part of the ongoing delivery of the revised Strategic Equality Plan

## 1 Resident population

Total	139,812
Male	68,450
Female	71,362
Area (hectares)	44,126
Density*	3.2

## 2 Resident population age structure

	No.	%
0 - 4 year olds	7,599	5.4
5 - 15 year olds	17,038	12.2
16 - 24 year olds	14,930	10.7
25 - 44 year olds	35,312	25.3
45 - 59 year olds	29,399	21.0
60 - 64 year olds	9,483	6.8
65 - 74 year olds	13,862	9.9
75 - 89 year olds	11,032	7.9
90+ year olds	1,157	0.8

## 3 Ethnic group population

	No.	%
White	137,087	98.1
Mixed	910	0.7
Asian or Asian	1,369	1.0
British		
Black or Black British	299	0.2
Other	147	0.1

## 4 Religion

	No.	%
Christian	80,646	57.7
Buddhist	312	0.2
Hindu	144	0.1
Jewish	39	0.0
Muslim	573	0.4
Sikh	113	0.1
Other	533	0.4
No religion	47,265	33.8
Not stated	10,187	7.3

## 5 Residents with limiting long-term illness (LLTI) & general health of all

	No.	%
People with LLTI (Lot & little)	39,112	28.0

## General health

	No.	%
Very good/good	102,543	73.4
Fair	22,640	16.2
Very bad/bad	14,629	10.5

## 6 Residents in communal establishments

	No.	%
Total	1,130	0.8

## 7 Households

60,393

## 8 Central heating (households)

No central heating	674
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## 9 Dwellings

Total number of dwellings	63,978
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## 10 Household and family types %

One person	30.2
One person (aged 65+)	13.9
One person (other)	16.3
Couple – no children	16.8
Couple & non-dependent children	12.9
Lone parent & non-dep. children	4.6
All households with dep. children	28.3
Couple & dependent children	18.3
Lone parent & dependent children	7.7

## 11 Housing tenure

	No.	%
Owner occupied	41,479	68.7
Shared ownership	111	0.2
Social rented	11,545	19.1
Private rented	6,186	10.2
Other/Rent free	1,072	1.8

## 12 Household spaces

Household spaces	64,017
At least one usual resident	60,393
No usual residents	3,624

## 13 Dwelling type %

Whole house or bungalow	89.2
Flat, maisonette or apartment	10.6

## 14 Car ownership %

Households with no car/van	25.5
Households with one car/van	43.3
Households with 2+ cars/vans	31.1

## 15 Economic activity (% of all aged 16-74)

	Male	Female
Economically active**	67.2	57.4
Economically inactive	32.8	42.6

\*\*i.e. economic-activity rate

## 16 Economically active (% of all aged 16-74)

	Male	Female
Working full-time	45.5	26.5
Working part-time	5.6	22.1
Self-employed	8.4	3.1
Unemployed	5.9	3.1
Full-time student	1.8	2.6

## 17 Econ. inactive (% of all aged 16-74)

	Male	Female
Perm. sick/disabled	9.5	9.6
Retired	15.5	19.1
Looking after home/family	1.3	7.3
Students	4.5	4.1

## 18 Employed residents

Total	57,220
Male	30,365
Female	26,855

## 19 Weekly hours worked (main job) %

	Male	Female
15 hours & under	1,445	3,243
16 - 30 hours	2,736	9,923
31 - 48 hours	22,351	13,683
49+ hours	4,501	1,098

## 20 Self-employed

Total	5,908
Male	4,286
Female	1,622

## 21 Qualified residents (% of all aged 16+)

Highest qualification attained level 4	18.8
Highest qualification attained level 3	11.0
Highest qualification attained level 1/2	30.4
No qualifications	30.9

## 22 National identity

Welsh only	71.8
Welsh & British	8.2
British only	11.2
No Welsh identity	19.0
No British identity	79.6

## 23 Industries (% of all aged 16-74 in work)

Energy, water, agriculture, fishing, mining & quarrying, etc	2.7
Manufacturing	14.5
Construction	8.6
Hotels & catering	4.7
Transport, storage & communication	4.1
Wholesale & retail, repair of motor vehicles	14.7
Financial intermediation	3.1
Real estate, renting & business activities	1.2
Public admin & defence	9.8
Education	8.6
Health & social work	14.7
Other	4.3

## 24 Occupations (% of all aged 16-74 in work)

Managerial	7.0
Professional, technical	13.7
Admin & secretarial	13.3
Skilled trades	12.9
Services & sales	10.4
Process plant & machine operatives	10.0
Elementary occupations	9.9

## 25 Welsh Language skills %

	NPT	Wales
No skills in Welsh	75.2	73.3
Can understand spoken Welsh only	6.4	5.3
Can speak Welsh	15.3	19.0
Can speak, but can not read or write Welsh	2.7	2.7
Can speak and read but can not write Welsh	1.6	1.5
Can speak, read and write Welsh	10.8	14.6
Can speak and other combinations of skills in Welsh	3.3	2.5

## Notes

All % rounded to 1 dec. place; not all will add to 100. Section 10 will usually add to more than 100%; percentages in other sections will be at most 100%, they may exclude some groups e.g. 'category unknown'. \* Density is the number of people per hectare.

### Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh language	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain in detail why this is the case including details of any consultation (and/or other information), which has been undertaken to support your view?**

During the autumn of 2015 we undertook an extensive programme of consultation and engagement with a very wide range of stakeholders on our improvement objectives alongside our budget proposals. The improvement objectives were broadly supported.

In selecting its improvement priorities the Council has consciously chosen to protect investment in services for children and young people and vulnerable adults, whilst the budget report acknowledges there will be an overall negative impact on protected characteristics because of the scale of savings required across the rest of the Council's budget.

The improvement priorities can be regarded as playing a significant and positive role in mitigating the negative impact on the following protected characteristics: age, disability, sex, sexual orientation and welsh language and a neutral impact the following: marriage & civil partnership, pregnancy and maternity, race and religion or belief.

As well as mitigating the negative impacts associated with an extremely challenging budget, the range of actions supporting the improvement objectives are anticipated to have a positive impact on the following protected characteristic groups: age, disability, sex, sexual orientation and welsh language.

The Plan contains equalities and engagement sections, which give an overview of our approach to meeting our equality objectives. During 2015-2016 the Council's Strategic Equality Plan was revised and the objectives and priorities contained with the updated Plan have been aligned with the Council's corporate improvement objectives to ensure a more holistic approach to improving outcomes over the lifetime of both plans.

In setting the Plan it is not always possible to mitigate adverse impacts totally for the whole population or protected characteristics. Where possible we have taken account of what is proportionate for the population, including the protected characteristics and where ever possible we have tried to avoid wholesale negative impact.

Actions to deliver on the Plan's objectives will be the subject of further equality impact assessments as and when required. Any adverse changes as a result of implementing the Plan will be considered and actions to mitigate the impacts will be duly considered.

**Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)**

Continue to develop engagement activities to identify issues / requirements of those with

protected characteristics.

## Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

<b>Foster good relations between different groups</b>	<b>Advance equality of opportunity between different groups</b>
<b>Elimination of discrimination, harassment and victimisation</b>	<b>Reduction of social exclusion and poverty</b>

### **Please explain any possible impact on the above.**

The ethos of the Plan remains to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups.

In relation to reducing social exclusion and poverty - we have made it our priority to continue to work with our partners to mitigate the impact of welfare benefits changes on those with the lowest incomes remain a priority (improvement objective 4).

The Plan is not likely to cause damage to relations between the Council and the equalities groups and between groups themselves. The Council has in place an overarching communication and engagement strategy to ensure we harbour good relations with these groups and help them understand the work we are undertaking in the Plan, whilst also taking into account what the groups want / need.

Each year we will review our working relations with the different groups to ensure we take on their comments and make improvement where necessary.  
We will continually look through our work and ensure we work towards meeting the above.

### **What work have you already done to improve any of the above?**

The Equalities and Engagement sections in the Plan outline the Council's approach to meeting its Equality Objectives, which benefit the above. However, the Plan will be consistently reviewed and any instances identified will be considered in advance of the next years Plan (2017).

### **Is the initiative likely to impact on Community Cohesion?**

Overall the Plan will have a positive impact.

### **How will the initiative treat the Welsh language in the same way as the English language?**

our Welsh Language Annual Monitoring Report 2014-2015 we provided a realistic assessment of progress in meeting the requirements of our Welsh Language Scheme. We identified areas where improvements would be possible given the current financial climate: continue to develop further opportunities for language awareness; improve monitoring and compliance of the Council's website; and to consider linguistic skills as part of the 'More Than Just Words' Strategy/Action Plan. On 30<sup>th</sup> September 2015, the Council received a Welsh Language Standards Compliance Notice containing 145 standards from the Welsh Language Commissioner. The Council has challenged 55 of those standards (the Commissioner has since considered the challenge valid for 54 of those standards) and is awaiting the outcome. However, the Council is committed to the promotion of the Welsh Language and culture and accepted many of the requirements set out in the Compliance Notice.

The Plan does have an equalities and engagement section, which confirms our commitment to our equality objectives and engagement activities, taking into account people's needs and requirements. In future, when we consult on the Plan, we will take the opportunity to include

such details.
<b>Actions (to mitigate adverse impact or to address identified gaps in knowledge)</b>
None

**Section 5 - Monitoring arrangements:**

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

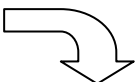
**Monitoring arrangements:**

- Quarterly highlight reports are prepared for each programme which contains information on achievements, risks, budget position, benefits tracking and the work to be completed during the next phase. These reports will be scrutinised by the Corporate Directors’ group who will act as the over-arching programme board.
- Quarterly budget and Forward Financial Plan monitoring reports submitted to the Council, chief officers and scrutiny committees.
- The Council’s corporate risk register and directorate risk registers will be monitored regularly (in accordance with the Council’s Risk Management Policy) which will contain any risks associated with the delivery of the improvement objectives.
- The Corporate Strategy and Performance Management Team will review the Plan on an annual basis and produce an annual performance report to evaluate the overall performance of the Plan (to be published in annually October).
- Where appropriate to do so, links will be made with the Strategic Equalities Plan and its annual report.
- A number of headline measures from the Plan will be available to monitor ongoing progress.

Monitoring at service level will be considered in line with governance arrangements and any modification of services will be considered accordingly.

**Actions:** Ensure appropriate monitoring mechanisms are in place at the service delivery level to ensure reliable and appropriate equalities information is available.

**Section 6 – Outcomes:** Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
  - Outcome 2: Adjust the initiative...
  - Outcome 3: Justify the initiative...
  - Outcome 4: Stop and remove the initiative...
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For outcome 3, detail the justification for proceeding here  
**N/A**

**Section 7 - Publication arrangements:**

This EIA will be published as part of the committee report on the draft Corporate Improvement Plan 2016-2019 ‘Rising to the Challenge’.

## Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Consider data collection as part of the ongoing delivery of the revised Strategic Equality Plan	Karen Jones	01.04.17	Data is used to evidence the achievement of outcomes	To be progressed during 2016/2017
Continue to develop engagement activities to identify issues / requirements of those with protected characteristics.	Karen Jones	01.04.17	Engagement activities are further developed and provide additional mechanisms by which issues / requirements can be identified.	To be progressed during 2016/2017
Ensure appropriate monitoring mechanisms are in place at the service delivery level to ensure reliable and appropriate equalities information is available.	Karen Jones	01.04.17	Services have monitoring mechanisms in place and the information is used to inform service planning and delivery	To be progressed during 2016/2017