

Equalities Comprehensive Impact Assessment v3 - originator review

Reference: ECIA559737142

Submitted: 08 November 2023 00:44 AM

Executive summary

Title of policy / decision: Whole Council Transformation

Policy / decision type: Cabinet Decision

Overview of policy / decision: 1. To endorse the mobilisation of the Whole Council Transformation programme as an integrated approach to transformation in ECC as set out in the Transformation Strategy.

2. To endorse funding to enable the mobilisation and delivery of the first phase of the WCT Programme (up to July 2024)

4. To endorse the mobilisation of a procurement of a transformation partner(s) who will bring additional capacity, capability, and specialist skills

What outcome(s) are you hoping to achieve?: Essex County Council (ECC) has an ambitious Everyone's Essex strategy which sets out commitments to the residents of Essex. Whilst continuing to deliver the commitments made in 2021, ECC must also respond to unprecedented environmental change and address increasing financial pressures; the Council has a significant and increasing financial gap which is predicted to rise to £100m by 2030.

These high priority strategic drivers must be addressed simultaneously and all call upon the same finite resource. For this reason, a Whole Council approach to transformation is being recommended.

Whole Council Transformation (WCT) is an ambitious and complex transformation programme designed to position ECC, by 2030, as one of the most forward looking, effective and financially sustainable Councils in the country. The programme aims to significantly improve how the council operates in order to reduce its cost base, and secure defined outcomes for Essex residents and communities.

Executive Director responsible for policy / decision: Gavin Jones (Chief Executive)

Cabinet Member responsible for policy / decision: Cllr Kevin Bentley (Leader)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: An outcome and KPI monitoring plan will be developed and implemented during the mobilisation phase and regular reporting updates will be presented to the Transformation and Finance Oversight Board.

Will this policy / decision impact on:

Service users: No

Employees: No

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy,

High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Good jobs, Infrastructure, Future growth and investment, Green growth, Levelling up the economy

Which strategic priorities does this support? - Environment: Net zero, Transport and built environment, Minimise waste, Green communities, Levelling up the environment

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The programme will support implementation of ECC's strategic Transformation 2030 plan, aligned to ECC's organisational strategic aims. This piece of work may formulate new savings proposals and ECC governance will be followed as appropriate in order to progress these.

What actions have already been taken to mitigate any negative impacts?: n/a

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: None

Residents of Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The decision will support implementation of ECC's strategic Transformation 2030 plan, aligned to ECC's organisational strategic aims. This piece of work may formulate new savings proposals and ECC governance will be followed as appropriate in order to progress these.

What actions have already been taken to mitigate any negative impacts?: n/a

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: None

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: None

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The decision will support implementation of ECC's strategic Transformation 2030 plan, aligned to ECC's organisational strategic aims. This piece of work may formulate new savings proposals and ECC governance will be followed as appropriate in order to progress these.

What actions have already been taken to mitigate any negative impacts?: n/a

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The decision will support implementation of ECC's strategic Transformation 2030 plan, aligned to ECC's organisational strategic aims. This piece of work may formulate new savings proposals and ECC governance will be followed as appropriate in order to progress these.

What actions have already been taken to mitigate any negative impacts?: n/a

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The decision will support implementation of ECC's strategic Transformation 2030 plan, aligned to ECC's organisational strategic aims. This piece of work may formulate new savings proposals and ECC governance will be followed as appropriate in order to progress these.

What actions have already been taken to mitigate any negative impacts?: n/a

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 05/11/2023

Name of person completing the ECIA: Susie Dunn

Email address of person completing the ECIA: susie.dunn@essex.gov.uk

Your function: Corporate Services

Your service area: TDS

Your team: Delivery Assurance

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: amanda.harrison@essex.gov.uk