

Equalities Comprehensive Impact Assessment

Reference: ECIA470338641

Submitted: 07 December 2022 14:56 PM

Executive summary

Title of policy / decision: Support Services Programme - Drawdown from Reserves

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: The purpose of this report is to seek agreement to draw down £743,000 from the Transformation Reserve to support the delivery of analysis activity to help determine the future for support services in Essex County Council.

What outcome(s) are you hoping to achieve?: Strong, Inclusive and Sustainable Economy

Executive Director responsible for policy / decision: Nicole Wood (Finance and Technology)

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

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?: This decision relates only to the drawdown of funding from the Transformation Reserves, for the purposes of funding research activity. The funding will be used to resource the project team. Any internal or external recruitment associated with forming this team will be carried out in accordance with the Council's relevant policies and related legislation. As agreed with the Sponsoring Group, this funding is entirely for research activity, and will not result in any changes being made to ECC services at this time. If the research led to a set of recommendations that could impact the delivery of support services at Essex County Council, these would be subject to a separate decision, and a further Impact Assessment would be made

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

Which strategic priorities does this support? - Economy?: Future growth and investment

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: No impact on any of the above groups - project activity is restricted to delivery of support services within ECC.

What actions have already been taken to mitigate any negative impacts: NA

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

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: No impact on any of the above groups - project activity is restricted to delivery of support services within ECC.

What actions have already been taken to mitigate any negative impacts: NA

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: No impact on any of the above groups
- project activity is restricted to delivery of support services within ECC.

What actions have already been taken to mitigate any negative impacts: NA

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: No impact on any of the above groups
- project activity is restricted to delivery of support services within ECC.

What actions have already been taken to mitigate any negative impacts: NA

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: No impact on any of the above groups - project activity is restricted to delivery of support services within ECC.

What actions have already been taken to mitigate any negative impacts: NA

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: 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: 07/12/2022

Name of person completing the ECIA: Ben Sutherland

Email address of person completing the ECIA: ben.sutherland@essex.gov.uk

Your function: People and Transformation

Your service area: People and Transformation

Your team: TDS

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

Email address of Head of Service: Amanda.moore@essex.gov.uk