

Equality Impact Assessment - head of service review

Reference: EQIA367065112

Submitted: 04 October 2021 11:14 AM

Executive summary

Title of policy or decision: Everyone's Essex: Our Plan for Levelling Up the County

Describe the main aims, objectives and purpose of the policy (or decision): Everyone's Essex is Essex County Council's new Organisation Strategy which sets out how the organisation will work and what it will achieve over the next four years. It defines the organisation's priorities and areas of focus.

Everyone's Essex covers four strategic aims with five related commitments each (20 in total):

Aims

- Strong, Inclusive and Sustainable Economy
- High Quality Environment
- Health, Wellbeing and Independence for all Ages
- A Good Place for Children and Families to Grow

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help people get the best start and age well, Help create great places to grow up, live and work

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills, Enable Essex to attract and grow large firms in high growth industries, Target economic development to areas of opportunity

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential, Enable more vulnerable adults to live independent of social care, Improve the health of people in Essex

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help secure sustainable development and protect the environment

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a change to an existing policy, practice or project

Please provide a link to the document / website / resource to which this EqIA relates: Not available

Please upload any documents which relate to this EqIA, for example decision documents: Not available

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The Council has extensive information on equalities issues and outcomes in Essex. Data on inequalities was part of the overall data analysis that has underpinned the development of Everyone's Essex and is reflected in particular in the framing of the commitments in the strategy around levelling up.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: Yes

Will the policy or decision involve substantial changes in resources?: Yes

Is this policy or decision associated with any of the Council's other policies?: Yes

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment, Gender / sex, Gender reassignment, Marriage / civil partnership, Pregnancy / maternity, Race, Religion / belief, Sexual orientation, No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Different parts of the Strategy have a specific focus on particular age groups where appropriate but the overall balance of the Strategy does not favour one age group over another.

Extent of impact: High

Please provide more details about the extent of impact: High positive impact on across a range of issues for example; there are focuses on young people in respect of safety and education, adults for skills retraining and housing and the elderly in respect of care and support.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: The Strategy acknowledges the needs of people with learning disabilities in with particular focus on supporting adults around their independence, aspirations and safeguarding and outcomes for children with Special Educational Needs and Learning Disabilities.

Extent of impact: High

Please provide more details about the extent of impact: Potential high positive impact for around issues such as care and support, health and wellbeing as well as issues such as education and employment.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: Mental Health needs are recognised in several places in the Strategy both specifically and generally as part of our aim to improve the health, wellbeing and independence of residents in Essex.

Extent of impact: High

Please provide more details about the extent of impact: The strategy has identified high potential positive impact across a range of issues where mental health issues impact on people's outcomes including education, employment, family resilience and stability as well as associated health impacts.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Whilst physical impairment is not mentioned specifically, it does form part of the aims around improving health and the commitment around enabling people to live independently.

Extent of impact: Medium

Please provide more details about the extent of impact: Specific impacts will be around supporting people with physical impairments to live independently alongside other broader impacts on issues around employment and health and wellbeing.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Whilst sensory impairment is not mentioned specifically, it does form part of the aims around improving health the commitment around people to live independently.

Extent of impact: Medium

Please provide more details about the extent of impact: Specific impacts will be around supporting people with impairments to live independently alongside other broader impacts on issues around employment and health and wellbeing.

Gender / sex

Nature of impact: Positive

Please provide more details about the nature of impact: Positive – we make direct reference to a focus on improving the safety of women and girls within our commitment around safety.

Extent of impact: Medium

Please provide more details about the extent of impact: Specific impacts mentioned above as well as more general positive impacts expected across all areas of the strategy.

Gender reassignment

Nature of impact: Neutral

Please provide more details about the nature of impact: There is nothing in the Strategy that would impact disproportionately in respect of gender reassignment.

Extent of impact: There is nothing in the Strategy that would impact disproportionately in respect of gender

reassignment.

Please provide more details about the extent of impact: There is nothing in the Strategy that would impact disproportionately in respect of gender reassignment.

Marriage / civil partnership

Nature of impact: Neutral

Please provide more details about the nature of impact: There is nothing in the Strategy that would impact disproportionately in respect of marriage/civil partnership.

Extent of impact: Medium

Please provide more details about the extent of impact: There is nothing in the Strategy that would impact disproportionately in respect of marriage/civil partnership.

Pregnancy / maternity

Nature of impact: Neutral

Please provide more details about the nature of impact: Neutral – there is nothing in the Strategy that would impact disproportionately in respect of pregnancy/maternity.

Extent of impact: Low

Please provide more details about the extent of impact: Neutral – there is nothing in the Strategy that would impact disproportionately in respect of pregnancy/maternity.

Race

Nature of impact: Positive

Please provide more details about the nature of impact: The strategy specifically refers to improving outcomes for children from BAME communities.

Extent of impact: Medium

Please provide more details about the extent of impact: Specific impacts around outcomes for children from BAME communities

Religion / belief

Nature of impact: Neutral

Please provide more details about the nature of impact: There is nothing in the Strategy that would impact disproportionately in respect of religion/belief.

Extent of impact: Low

Please provide more details about the extent of impact: There is nothing in the Strategy that would impact disproportionately in respect of religion/belief.

Sexual orientation

Nature of impact: Neutral

Please provide more details about the nature of impact: There is nothing in the Strategy that would impact

disproportionately in respect of sexual orientation

Extent of impact: Low

Please provide more details about the extent of impact: There is nothing in the Strategy that would impact disproportionately in respect of sexual orientation

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqIA completed: 04/10/2021

Name of person completing the EqIA: Nathan Rowland

Email address of person completing the EqIA: Nathan.Rowland@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Chief Executive's Office

Your team: Corporate Strategy Team

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

Email address of Head of Service: patrick.guthrie@essex.gov.uk