

# Equality Impact Assessment: Report and EIA Action Plan

## Purpose

<b>What is being reviewed?</b>	Corporate Strategy high level summary 2023-2027
<b>Service Lead and Service Unit:</b>	Corporate Policy
<b>People involved in EIA process:</b>	Sophie Bradfield – Principal Policy Officer Vicky Edmonds – Policy and Performance Officer
<b>Date/s EIA started and reviewed:</b>	May 2023 onwards

The Corporate Strategy for BCP Council is a vital strategic document that identifies the vision and ambitions for the Bournemouth, Christchurch and Poole area and demonstrates the commitments to sustainability, equality and diversity.

As a result, equality and diversity is embedded throughout the Corporate Strategy.

The final Corporate Strategy will be supported by several strategies, policies and action plans. These will include a People Strategy which will ensure equality of opportunity for all in the workforce. This and all other policy documents will have been subjected to a full equality impact assessment and have considered the impact on service users, the wider community and staff.

The impact on those with protected characteristics should be positive and the Council's equality commitments are included within the strategy. These commitments seek to meet the requirements of our Public Sector Equality Duty and to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

## Background

The priorities in the Corporate Strategy are the beginning of a golden thread that links personal, team and service performance to the things that matter most to the organisation and those it serves.

The Corporate Strategy will also influence the allocation and distribution of resources, ensuring that the organisation commits its limited resources in accordance with its stated priorities.

The new Corporate Strategy replaces the Big Plan and previous Corporate Strategy, presenting a single set of key priorities and ambitions for the Bournemouth, Christchurch and Poole area, balancing both the people and place agendas and demonstrating the Council's commitments to sustainability and equality & diversity.

It puts people at the centre, while recognising that the area's unique geography, diverse communities and regeneration aspirations are important parts of creating a thriving place where everyone can reach their potential.

It will be underpinned by a set of delivery plans with key performance indicators to measure the Council's performance. Actions within the delivery plans will be subject to their own individual equality impact assessment.

## Consultation and engagement

The development of the Corporate Strategy high level summary included multiple opportunities for stakeholder engagement, starting with a week of data-driven dedicated workshops with Cabinet Members and senior leaders, informed by the [State of BCP 2023 \(bcpCouncil.gov.uk\)](https://www.bcpCouncil.gov.uk/state-of-bcp-2023). Following this, a comprehensive programme of consultation and wider engagement took place on a draft Corporate Strategy proposal from 10 August – 22

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October 2023. There were a number of engagement activities, including an online survey, roadshows across the Bournemouth, Christchurch and Poole area and discussion groups.

A number of stakeholders groups were also consulted, including Town and Parish Councils, Community and Voluntary Sector representatives and residents' associations. Written and verbal responses were also received from some key businesses and partners.

Focus groups also took place with a number of forums, hearing from adults with disabilities including those with learning disabilities, young people, care experienced young people and carers.

The development of a final draft Corporate Strategy for consideration for adoption by Cabinet and Council has been an interactive and iterative process.

The findings were taken into consideration to redraft the Corporate Strategy high level summary and design into a document. Corporate Directors, Cabinet Members and staff network group chairs were consulted for further feedback on content, equality and accessibility issues. Further changes were made as a result.

## Findings

The engagement process for the draft Corporate Strategy has given us a valuable opportunity to hear from residents and stakeholders across Bournemouth, Christchurch and Poole in the development of the Council's future proposed priorities and ambitions.

1,875 responses were received on the survey alone as well as engagement at roadshows, discussion groups and stakeholder meetings. The resulting feedback has been given careful consideration in finalising the content of the Corporate Strategy high level summary.

### Respondent profile

Age group	Survey	Census
Under 25 years	1%	14%
25 - 34 years	5%	15%
35 - 44 years	11%	13%
45 - 54 years	19%	16%
55 - 64 years	25%	15%
65 - 74 years	24%	13%
75 - 84 years	13%	9%
85+ years	1%	4%
Disability	Survey	Census
Yes - limited a lot	8%	7%
Yes - limited a little	16%	11%
No	76%	82%
Religion	Survey	Census
No religion	46%	45%
Christian	49%	50%
Other	5%	4%

Sex	Survey	Census
Female	52%	51%
Male	48%	49%
1% respondents reported that their gender identity is different to their sex at birth		
Ethnic Group	Survey	Census
White British	92%	82%
Other white	5%	9%
Any other minority ethnic group	4%	9%
Sexual Orientation	Survey	Census
Straight / Heterosexual	93%	96%
Gay or Lesbian	4%	2%
Bisexual	2%	2%
Other	1%	<0.5%

The survey results reflected the BCP population closely in the areas of sex, religion and sexual orientation. The results for age, disability and ethnicity did not totally reflect the BCP profile.

The BCP Youth Forum comprises 14 young people aged 13-16 across Poole and Bournemouth and they were involved in focus groups to comment on the draft Corporate Strategy. The data relating to their protected characteristics is set out below.

Code	Count
Female	10
Male	3
Non-binary	1
Disability	4
SEND	3
Home-educated	1

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The Children in Care and Care Experience Young People - 6 young people aged 17-22 from across Poole & Bournemouth who had care experience were involved in a focus group to comment on the draft Corporate Strategy. The data relating to their protected characteristics is set out below.

Code	Count
Child in care	1
Care experienced	5
Female	4
Male	1
Trans-masculine	1
Identify as transgender	2
Disability	3
SEND	2

On the whole, the themes in the draft Corporate Strategy were endorsed with a few recommendations.

66% of survey respondents agreed with the vision but had further comments. Changes have been made to take account of feedback: referring to 'people' as well as 'communities' and putting 'people' first. Including 'safe' as a recurring theme and changing 'healthy and sustainable environment' to 'sustainable, safe and healthy communities'.

There was strong agreement for the two priorities with 80% of survey respondents agreeing with 'People and Communities' and 76% agreeing with 'Place and Environment' as areas of focus. Similar feedback was received at the roadshows, stakeholder events and discussion groups. As a result, the key priorities remain the same.

In general, many responses commented on the draft Corporate Strategy being too wordy and too jargony, with repetition in places. As a result, the objectives have been reworded and reordered.

Feedback has also been taken on board around the feasibility of the objectives. As responses showed how important the objectives are to people as well as remaining important to the Council, the objectives have been reframed as aspirations. Delivery plans will identify actions required to work towards achieving the aspirations and outcome-focussed indicators will help the Council to measure performance.

The straplines under the two priorities 'People and Communities' and 'Place and Environment' have been reworded to provide further detail rather than as separate visions.

Overall, a wide range of views and information has been collected through the engagement and, whilst not all of that feedback will have immediately changed the Strategy, it will be used to inform the development of the delivery plans which will underpin the high-level priorities.

## Conclusion

### Summary of Equality Implications

The Corporate Strategy sets out the Council's equality objectives to pay due regard to the Public Sector Equality Duty (subsection (1) of section 149 of the Equalities Act 2010).

The needs of people with different protected characteristics and those locally-observed by BCP Council as detailed in the [Equality and Diversity Policy - December 2022 \(bcp-council.gov.uk\)](https://www.bcp-council.gov.uk/equality-and-diversity-policy) will be taken into consideration as part of the development of actions in the delivery plans.

The design of the Corporate Strategy high level summary has considered readability and accessibility issues and accessible options will be explored.

The main aim of the BCP Council's Corporate Strategy is to enhance the lives of all our residents and improve outcomes. The impact on those residents with protected characteristics should be positive and no negative impacts have been identified at this level. The individual impacts of specific actions within the delivery plan will be addressed through their own EIA's.

The following table sets out which protected characteristics, elements of the [Public Sector Equality Duty](#) and areas of the Equality Human Rights commission measurement framework for Equality and Human rights should be positively impacted by the new Corporate Strategy

The table refers to the three elements of the public sector equality duty which are;

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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	Age <sup>1</sup>	Disability	Gender	Gender reassignment <sup>2</sup>	Pregnancy & Maternity	Marriage & Civil Partnership	Race	Religion or Belief	Sexual Orientation	Military Veterans	Carers	Children in Care and Care Experienced	socio-economic status	Local business or community groups	PSED – eliminate discrimination etc	PSED – advance equality of opportunity	PSED – foster good relations	Education	Work	Living Standards	Health	Justice & Personal Security	Participation
<b>People and Communities</b>																							
High quality of life for all, where people can be active, healthy and independent	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓				✓	✓	✓	✓
Working together, everyone feels safe and secure	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	
Those who need support receive it when and where they need it	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓				✓	✓		✓
Good quality homes are accessible, sustainable and affordable for all	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓				✓	✓	✓	
Local communities shape the services that matter to them	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓
Skills are continually developed, and people can access lifelong learning	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓				
Employment is available for everyone and helps create value in our communities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓				

<sup>1</sup> Under this characteristic, The Equality Act only applies to those over 18 however it is important to think about children and young people too.

<sup>2</sup> Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.

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<b>Place and Environment</b>																							
Our communities have pride in our streets, neighbourhoods and public spaces	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓			✓
People and places are connected by sustainable and modern infrastructure	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓	✓
Our inclusive, vibrant and sustainable economy supports our communities to thrive	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓			✓
Revitalised high streets and regenerated key sites create new opportunities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓			
Climate change is tackled through sustainable policies and practice	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓
Our green spaces flourish and support the wellbeing of both people and nature	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓	✓		✓
<b>We are an open, transparent and accountable Council, putting our people at the heart of our services</b>																							
Working closely with partners, removing barriers and empowering others	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓
Providing accessible and inclusive services, showing care in our approach	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓

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	<i>Age<sup>1</sup></i>	<i>Disability</i>	<i>Gender</i>	<i>Gender reassignment<sup>2</sup></i>	<i>Pregnancy &amp; Maternity</i>	<i>Marriage &amp; Civil Partnership</i>	<i>Race</i>	<i>Religion or Belief</i>	<i>Sexual Orientation</i>	<i>Military Veterans</i>	<i>Carers</i>	<i>Children in Care and Care Experienced</i>	<i>socio-economic status</i>	<i>Local business or community groups</i>	<i>PSED – eliminate discrimination etc</i>	<i>PSED – advance equality of opportunity</i>	<i>PSED – foster good relations</i>	<i>Education</i>	<i>Work</i>	<i>Living Standards</i>	<i>Health</i>	<i>Justice &amp; Personal Security</i>	<i>Participation</i>
Using data, insights and feedback to shape services and solutions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓
Intervening as early as possible to improve outcomes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓
Developing a passionate and proud, valued and diverse workforce	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Creating an environment for innovation, learning and leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓				✓
Using our resources sustainably to support our ambitions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

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Equality Impact Assessment Action Plan			
Issue identified	Action required to reduce impact	Timescale	Responsible officer
The needs and experiences of different protected groups need to be considered in the implementation of the vision and ambitions	Ensure actions where applicable in the delivery plans have equality impact assessments	Ongoing	Corporate and Service Directors
Readability of the Corporate Strategy for those with accessibility requirements	Ensure the Corporate Strategy is as accessible and communicated as widely as possible – explore options available	May 2024	Isla Reynolds, Director of Marketing, Communications and Policy Sophie Bradfield, Principal Policy Officer
Measuring Performance	Key performance indicators will be used to measure success of the Corporate Strategy. Work to be undertaken to ensure they measure outcomes	March 2024	Corporate Policy Team
Ensure effective communication of the BCP Council Corporate Strategy	Develop an accessible communication strategy	April 2024	Communications Team