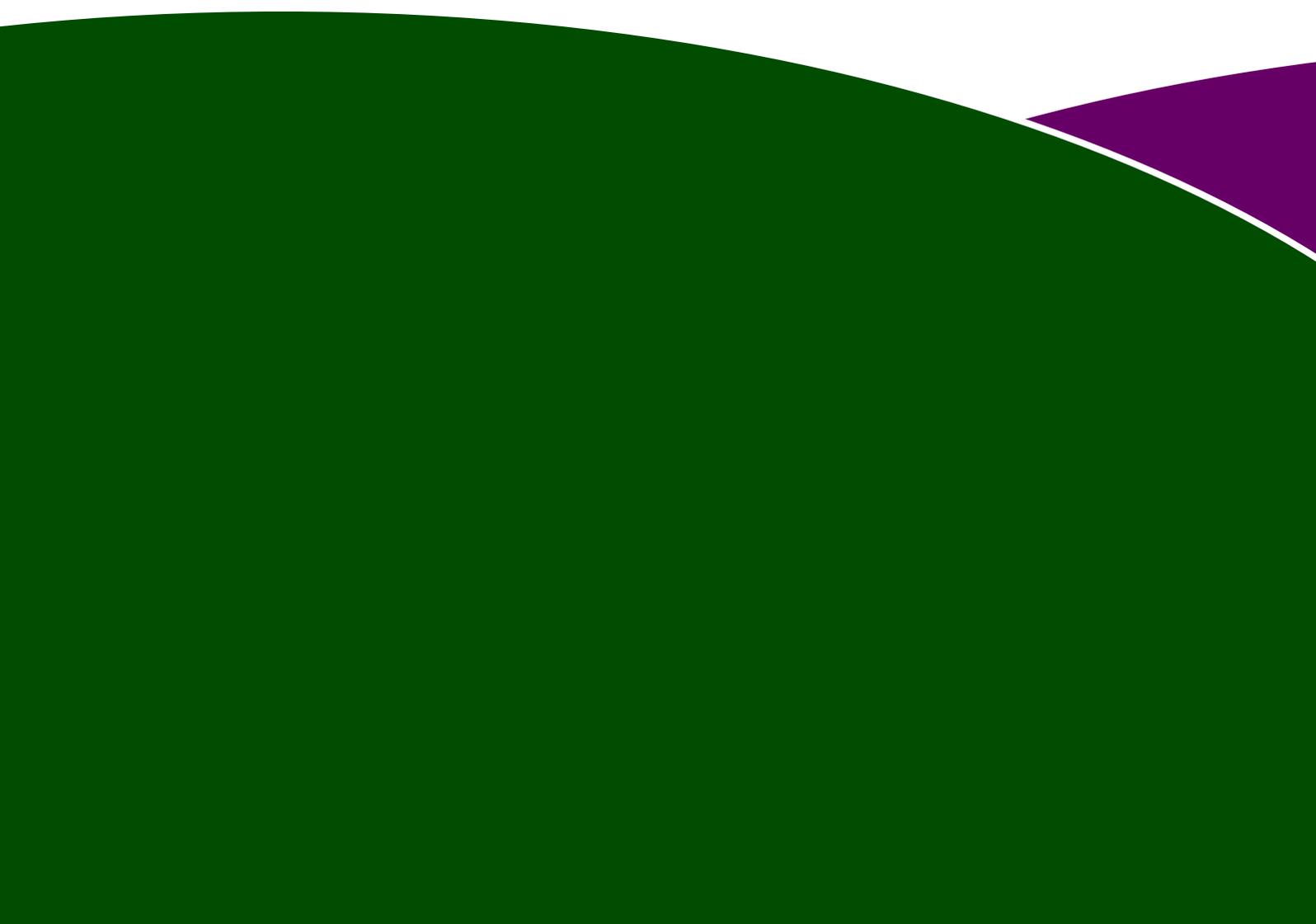


# Equality Impact Assessment

Corporate Strategy 2015-19



<b>Name of assessor/s</b>	<b>Candida Goulden, Senior Policy and Performance Officer</b>
<b>Strategic Management Lead</b>	<b>Angela Griffiths, Corporate Head of Service</b>
<b>Date</b>	<b>26<sup>th</sup> January 2015</b>
<b>Is this a new or existing function or policy?</b>	<b>Refresh of existing policy document</b>

**Section 1: Introduction and background** (see p.10 of the guidance)

**Please describe your service or function. This should include:**

- The aims and scope
- The main beneficiaries or users
- The main equality, accessibility, social exclusion issues and barriers, and the 'protected characteristics'<sup>1</sup> they relate to (not all assessments will encounter issues relating to every protected characteristic)

**If this EIA is part of a project it is important to focus on the service or policy the project aims to review or improve.**

The Corporate Strategy 2015-19 sets the policy framework for the Council's priorities and key areas of focus for a four-year period. The Corporate Strategy has been developed alongside the Council budget which is also subject to an Equality Impact Assessment.

The Corporate Strategy is the Council's key overarching strategic planning document and as such contains top level priorities. Once work gets underway to progress work areas that deliver against these priorities, additional Equality Impact Assessments will be completed where relevant.

The three priorities are set out below:

1. Environment – A highly attractive area with housing than meets local need
2. Prosperity – A vibrant local economy with thriving towns and villages
3. Community Wellbeing – Active communities and support for those who need it

The three guiding principles are:

4. Sustainability
5. Cost effectiveness
6. Openness and accessibility

**Now describe how this fits into the Council's Corporate Priorities, Sustainable Community Strategy or other local, regional or national plans and priorities.**

The Corporate Strategy sets out the Council's priorities.

<sup>1</sup> More information and definition of protected characteristics can be found [here](#)

**If you are not carrying out an equality impact assessment, briefly summarise reasons why you have reached this conclusion, the evidence for this and the nature of any stakeholder verification of your conclusion.**

Not applicable.

**Section 2: Analysis and assessment** (see pp. 10-13 of the guidance)

**Given available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups?**

**Indicate for each 'protected characteristics' whether there may be a positive impact, negative impact, a mixture of both or no impact.**

Protected characteristics	Positive	Negative	No impact	Reason
Age	√			Under the Community Wellbeing priority there is a commitment to support residents to live independently in their own homes for longer. The clientele for many support services are elderly and/or people with disabilities and as such are likely to be positively impacted.
Disability	√			Under the Community Wellbeing priority there is a commitment to deliver a programme of inclusive sport and arts activities.  The aim is to improve participation for people with disabilities and other vulnerable groups.  The guiding principle of Openness and Accessibility expresses the Council's commitment to help provide support for people who need it.
Gender reassignment			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on people who have undergone

Protected characteristics	Positive	Negative	No impact	Reason
				or are undergoing gender re-assignment.
Marriage and civil partnership			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on people who are married or in a civil partnership.
Pregnancy and maternity			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on people who are pregnant or on maternity leave.
Race			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on people's race.
Religion or belief			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on people because of their religion or belief (or lack of).
Sex			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on a person's sex.
Sexual orientation			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, based on a person's sexual orientation.
<b>OTHER ASPECTS</b>				
Carers			√	It is not considered that the Corporate Strategy will have a significant impact, positive or negative, on carers.
Rural/urban issues	√			The commitment to

Protected characteristics	Positive	Negative	No impact	Reason
				<p>safeguard the green belt is likely to have a positive impact on people in rural areas. In addition, there is a commitment to 'work with rural communities and businesses to help them thrive.'</p> <p>Commitments under the Prosperity priority include plans related to the town centres, which will bring benefits to those in urban areas.</p>
HR issues			√	<p>No immediate implications.</p> <p>HR issues will be taken into account when EIAs are produced for any new policies/ services that are developed during the life of the Corporate Strategy.</p>

**What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified, and is it lawful?**

No negative impacts have been identified.

**Where there are positive impacts, what changes have been or will be made? Who are the beneficiaries? How have they benefited?**

Main beneficiaries identified are older people and people with disabilities who will benefit from a commitments to support residents to live independently in their own homes for longer and to deliver a programme of inclusive sport and arts activities.

### Section 3: Evidence gathering and fact-finding (see p.14 of the guidance)

**What evidence is available to support your views above? Please include:**

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The development of the strategy involved a comprehensive programme of research, consultation and analysis:

Data was collated and analysed, including comparisons with other areas. A 'State of the District' document was produced highlighting key facts and challenges on topics such as the local economy, the local housing market and the demography of Mole Valley. Sources included the Census, Public Health England, and ONS neighbourhood statistics.

The public consultation phase involved a programme of stakeholder events and an online Have Your Say survey (also available as a paper leaflet) which was open from 20<sup>th</sup> October to 30<sup>th</sup> November 2014.

**How have stakeholders been involved in this assessment? Who are they, and what is their view?**

A programme of stakeholder events included:

- Dorking Town Centre Forum, 27<sup>th</sup> October 2014
- Youth Voice meeting – 10th November 2014
- Doing Business with your Council event – 20th November 2014

Stakeholders will continue to be involved as the work areas in support of the Corporate Strategy get underway and separate EIAs are undertaken where relevant.

#### **Recommendations**

**Please summarise the main recommendations arising from the assessment. NB If it is impossible to diminish negative impacts to an acceptable or even lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.**

None.

**Section 4: Action Plan** (see pp.15-16 of the guidance)

Actions needed to implement the EIA recommendations

<b><i>Issue</i></b>	<b>Action</b>	<b>Expected outcome</b>	<b>Who</b>	<b>Deadline for action</b>

**Summary Sheet**

<b>Review date</b>	February 2016
<b>Person responsible for review</b>	Candida Goulden
<b>Strategic Management Lead signed off</b>	Angela Griffiths
<b>Date completed</b>	26 January 2015
<b>Date forwarded to Policy Officer for publishing</b>	26 January 2015