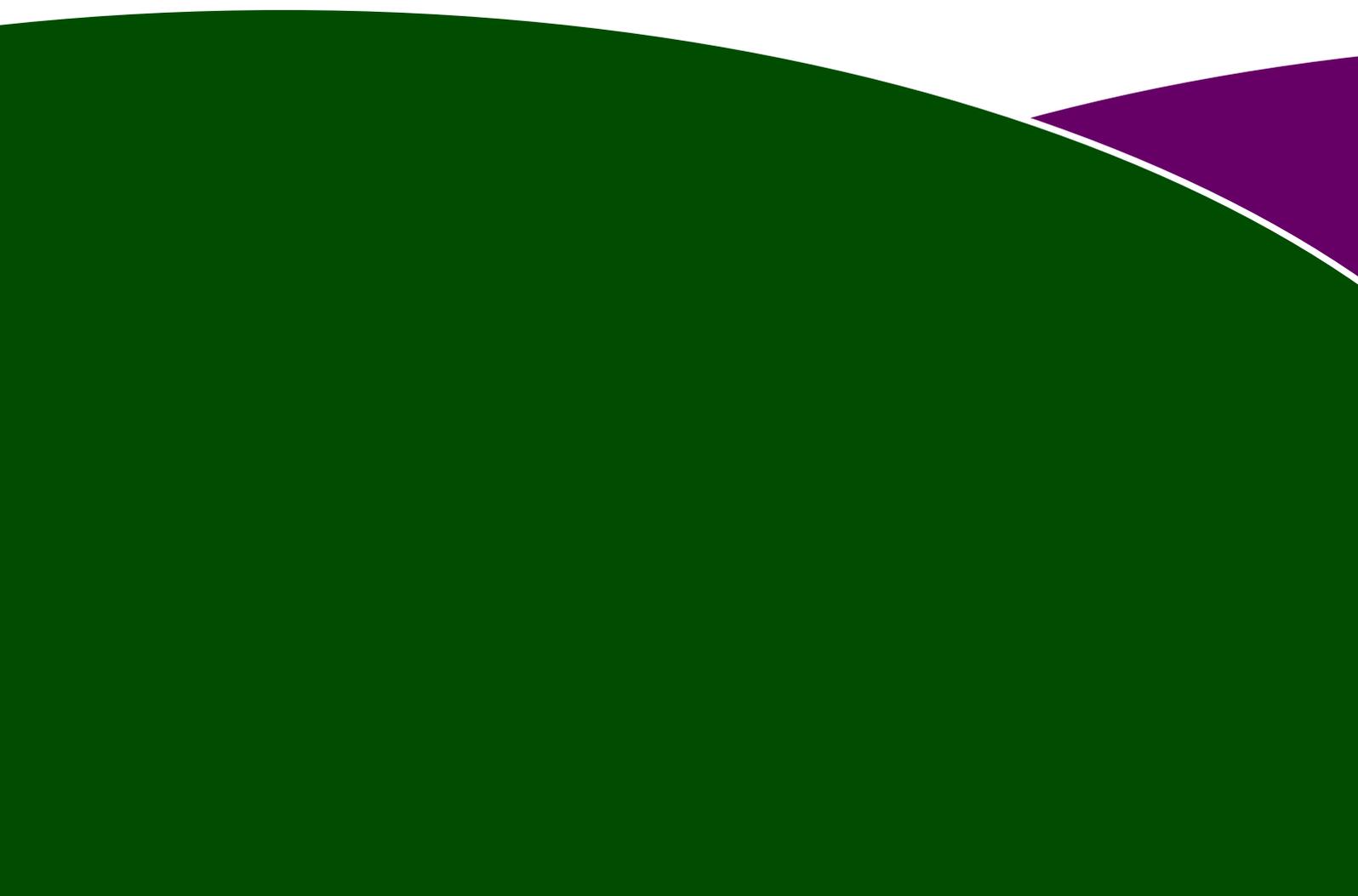


Equality Impact Assessment

Corporate Plan 2011-15
2014-15 refresh



What is being assessed?	Corporate Plan refresh 2014-15
Department	Policy and Performance Team
Name of assessor/s	Jane Nottage, Policy and Performance Manager
Strategic Management Lead	Angela Griffiths, Corporate Head of Service
Date	13th December 2013
Is this a new or existing function or policy?	Refresh of existing policy document

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’¹ 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 Plan 2011-15 sets the policy framework for the Council’s priorities and key areas of focus for the three year period. The plan is reviewed annually to ensure that the priorities are still relevant to the Council and the community. The Corporate Plan has been developed alongside the Council budget which is also subject to an Equality Impact Assessment.

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

The eleven corporate priorities for 2014/15 are set out below under each of the three themes:

ACCESS TO SERVICES

Helping residents to access the services they need

1. Improve the way we listen to, and engage with, our customers and communities.

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

2. Work with our partners to provide the right services to our local residents.
3. Ensure that our residents are supported through welfare reform and the emerging health and wellbeing agenda.

ENVIRONMENT

Maintaining the character and environment of Mole Valley

4. Optimise MVDC's recycling rate, balancing both value for money and promoting sustainability.
5. Support businesses and the local economy by enabling development in the district and facilitating appropriate housing growth.
6. Improve the quality of the built environment whilst preserving the character and integrity of our towns and villages, and protecting the rural landscape.
7. Work with our partners and residents to respond to the impact of flooding on communities.

VALUE FOR MONEY

Delivering value for money services

8. Ensure we have an ongoing sound financial basis to enable us to continue to deliver services that represent value for money.
9. Create additional income through prudent investment and making best use of our property assets.
10. Invest in our staff and councillors to ensure that they are able to work effectively, make good decisions and develop the culture and capacity for innovation.
11. Review the way in which we provide our services to ensure that they are focused on what matters, deliver against our priorities and thereby develop a culture of innovation across Mole Valley District Council.

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 Plan sets out the Council's corporate priorities.

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	√	√		<p>The corporate plan priority to help residents to access the services they need includes actions to progress the council's use of social media, and to identify opportunities for customers to access services, information and advice 24/7. Whilst these are likely to have a positive impact for many people, steps will need to be undertaken to ensure that older people/ people with disabilities/ people with English as a second language are not disadvantaged.</p> <p>Plans to improve play facilities should have a positive impact on young children.</p> <p>Work with partner organisations to develop a county-wide and local approach on providing welfare advice will be beneficial to older people.</p> <p>Rolling out the Telecare strategy; and delivering new services at the Wellbeing Centre at Fairfield should have a positive impact on older people.</p> <p>Our corporate plan priority to</p>

Protected characteristics	Positive	Negative	No impact	Reason
				respond to and mitigate against the impact of flooding should help all residents to be prepared. Information provided will need to be accessible to older people/ people with disabilities/ people with English as a second language.
Disability	√	√		<p>The corporate plan priority to help residents to access the services they need includes actions to progress the council's use of social media, and to identify opportunities for customers to access services, information and advice 24/7. Whilst these are likely to have a positive impact for many people, steps will need to be undertaken to ensure that older people/ people with disabilities/ people with English as a second language are not disadvantaged.</p> <p>The development of an inclusive sports programme should have a positive impact for people with disabilities.</p> <p>The enhancement of the GP referral scheme at our leisure centres should have a positive impact on people with disabilities.</p> <p>Work with partner organisations to develop a county-wide and local approach on providing welfare advice should be beneficial to people with</p>

Protected characteristics	Positive	Negative	No impact	Reason
				<p>disabilities.</p> <p>Rolling out the Telecare strategy; and delivering new services at the Wellbeing Centre at Fairfield should have a positive impact on people with disabilities.</p> <p>Our corporate plan priority to respond to and mitigate against the impact of flooding will help all residents to be prepared. Information provided will need to be accessible to older people/ people with disabilities/ people with English as a second language.</p>
Gender reassignment			√	It is not considered that the corporate plan priorities will have a significant impact, positive or negative, based on people who have undergone or are undergoing gender re-assignment.
Marriage and civil partnership			√	It is not considered that the corporate plan priorities 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 plan priorities will have a significant impact, positive or negative, based on people who are pregnant or on maternity leave.
Race	√	√		The corporate plan priority to help residents to access the services they need includes actions to progress the

Protected characteristics	Positive	Negative	No impact	Reason
				<p>council's use of social media, and to identify opportunities for customers to access services, information and advice 24/7. Whilst these are likely to have a positive impact for many people, steps will need to be undertaken to ensure that older people/ people with disabilities/ people with English as a second language are not disadvantaged.</p> <p>Our corporate plan priority to respond to and mitigate against the impact of flooding will help all residents to be prepared. Information provided will need to be accessible to older people/ people with disabilities/ people with English as a second language.</p>
Religion or belief			√	It is not considered that the corporate plan priorities 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 plan priorities will have a significant impact, positive or negative, based on a person's sex.
Sexual orientation			√	It is not considered that the corporate plan priorities will have a significant impact, positive or negative, based on a person's sexual orientation.

Protected characteristics	Positive	Negative	No impact	Reason
OTHER ASPECTS				
Carers	√			The corporate plan priority to support our residents through welfare reform and the emerging health and wellbeing agenda should have a positive impact on carers and help to mitigate the impact of these changes.
Rural/urban issues	√			The development of Neighbourhood Development Plans so that local people have more of a say about their area is likely to have a positive effect on those living in rural and urban areas.
HR issues	√	√		There should be a positive impact on staff with plans to support and develop employees. There are also plans to review human resources policies. Further HR implications will be taken into account when EIAs are produced for any new policies/ services that are developed during the year.

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?

Potential negative impacts identified at this early stage suggest that careful consideration of would-be disadvantaged groups will need to be taken when planning new methods of communication, self-service etc to ensure that the elderly or those with disabilities, or have English as a second language in particular are not disadvantaged.

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

Main beneficiaries are likely to be older people and people with disabilities who will benefit from the Telecare strategy, provision of welfare advice, an inclusive sports programme, and the enhancement of the GP referral scheme at leisure centres.

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)**

Data to help officers to consider full evidence needed for developing/refreshing new services and policies in line with priorities in the Corporate Plan include:

GIS (Geographical Information System) available on Mole Valley intranet

GIS comprises data and tools that can assist with decision-making. Based around principles of geography and computing, GIS combines digital mapping with databases to produce a fully featured analysis tool. Simple uses of GIS include manipulating a map to look at a specific location, searching from a gazetteer of addresses, printing a plan, loading different map designs and drawing annotations. More detailed uses include the analysis of multiple map layers, automation of processes, modelling of patterns or risks, generation of statistics, production of bespoke maps and 3D visualisation of terrain. GIS's ability to provide a 'spatial' (mapped) side to a database allows officers to see trends and patterns in their data which would have been impossible to interpret in text form.

Surrey-i

Surrey-i is an online statistical information portal and geographic-data warehouse, which provides access to essential data, including customer needs, demand and supply side data. Included are the most up to date Census data and health data in the Joint Strategic Needs Analysis. The website address is www.surreyi.gov.uk

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

There was extensive public consultation prior to the publication of the 2011-15 Corporate Plan. Consultation was undertaken on the Council’s website; councillors contacted many organisations and individuals; articles were published in local newspapers asking for readers’ views; and Council employees were involved through articles on the intranet and through staff briefings. The results of the consultation were used to shape the priorities contained within the Corporate Plan.

Stakeholders will continue to be involved as the projects contained in the 2014/15 plan get underway and separate EIAs are undertaken.

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.

Whilst progressing the use of social media and other electronic methods of engaging/communicating with the Council steps will be undertaken to ensure that older people/ people with disabilities/ people with English as a second language are not disadvantaged.

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

Actions needed to implement the EIA recommendations

Issue	Action	Expected outcome	Who	Deadline for action
Progressing the use of social media and other electronic methods of engaging/communicating with the Council.	Steps to be undertaken to ensure that older people/ people with disabilities/ people with English as a second language are not disadvantaged.	Continued engagement with all sections of the community	Louise Bircher, Customer Services and Communications Manager	March 15

Summary Sheet

Review date	December 2013
Person responsible for review	Jane Nottage
Strategic Management Lead signed off	Angela Griffiths
Date completed	9 January 2014
Date forwarded to Policy Officer for publishing	5 February 2014