

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

COUNCIL PLAN 2020 – 2024

SECTION 1 - INTRODUCTION

Consultation concerning the Council Plan 2020 – 2024 has been conducted and this EqIAA sets out a revised analysis of equalities issues which pertain to the Council Plan.

South Gloucestershire has long been recognised as ‘a great place to live and work’. We have for many years worked to deliver this shared vision for our area, developed by the people and partners of South Gloucestershire. The vision is set out in the Sustainable Community Strategy 2036 which was developed as a central plan to influence and guide the work of partner organisations.

The new Council Plan 2020 will build-on and deliver this vision. It replaces the existing 2016/20 plan by proposing a new framework for what we will focus on, how we will work and how we will measure performance.

The basis of the Council Plan is four key priorities which have been informed by a recognition of some fundamental challenges; notably the inequality gap and the climate emergency. These areas will inform all our work and as such need to be addressed by all of our priorities, adopting a cross departmental approach.

Furthermore, this plan will also influence a number of other Plans and Strategies over time such as the new Local Plan, the Asset Management Plan and many others to come.

SECTION 2 - RESEARCH AND CONSULTATION

Consultation concerning the Council Plan 2020 – 2024 was conducted between 5th May and 26th July 2020 and the Consultation Output Report of August 2020 covers details of the consultation feedback results including the profile of survey respondents in respect of their protected characteristics and socio-economic situations.

Overall, the commitments, priorities and areas of focus detailed within the consultation received significant levels of support throughout and across all protected characteristic groups. Full data, disaggregated according to protected characteristic groups, is shown in [Appendix 1](#) of this EqIAA.

The following summary table indicates the protected characteristic groups feeding back significantly higher levels of agreement in respect of given consultation questions:

Table 1 – Table to show the protected characteristic groups stating a significantly higher level of agreement in relation to given areas.

Commitment/priority/area of focus	Groups stating a significantly higher level of agreement than average
We will raise educational outcomes	People aged 35 – 44
We will be an exemplar in corporate parenting (children and young people looked after by the council or who are care leavers)	Females People aged 25 – 34
We will lead the response to the climate emergency and deliver on our commitments	Females People aged 25 – 34
COVID-19 emergency	People aged over 75
Pressure on health and social care	People aged over 75
Inequalities gap	Females
Strong economy and growing housing demand	People aged over 75
Climate emergency	Females People aged 25 – 34 People aged over 75
Resource pressure for public sector	Females People aged 25 – 34

In addition, the consultation received written responses and issues relating to equalities were raised by the following:

- South Gloucestershire Over 50's Forum
- Dodington Parish Council
- Citizen's Advice South Gloucestershire
- Yate Town Council
- Liberal Democrat Group
- South Gloucestershire Equalities Voice

Full copies of the responses received are shown in Consultation Output Report of August 2020.

The written responses raise a significant number of key issues pertaining to inequalities and equality and are summarised as follows:

- Children and young people from BAME communities have poorer outcomes and ways must be found to address this.
- The number of children and young people who have mental health issues.
- Both employment and unemployment for people aged over 50.
- Lack of transport impacting older and disabled people in particular.
- Availability and cost of housing for older people.
- Families and older people not having access to digital equipment (suggesting that 50% of South Gloucestershire's older people and disabled people are not digitally engaged and are excluded from updates from the council and other agencies).
- No mention of the priorities of people aged 65+ and 85+.
- The Plan is vague on disability, inequalities and diversity.
- Plan needs to address social isolation.
- Not clear how the widening inequalities gap will be addressed.
- Developing alternative channels for people to access services.
- The growing and increasingly diverse population of South Gloucestershire and meeting needs in a consistent and relevant way.
- How will the council actively promote and seek appropriate engagement with all diverse groups, particularly BAME communities.
- Disabilities from a Planning point of view need to be addressed, including consideration of public toilets especially in areas of new development.
- the Council Plan is of exceptional importance locally and an opportunity of great significance exists to genuinely commence identifying inequalities, understanding the factors which lead to those inequalities and, crucially, taking the actions necessary to tackle those inequalities and proactively ensure that equality of opportunity is genuinely available for all residents.
- The council's values should be strengthened in respect of equality.
- There is a clear need for sustained actions 'on the ground' to tackle inequalities.
- Action plans linked to the delivery of the stated Commitments should be developed which contain a full set of equalities issues with key performance targets.
- South Glos equalities partners, through both the Equalities Forum Partnership Group and Equalities Voice, should be engaged in the development and delivery of the action plans - as critical friends.
- A fifth Priority should be included on the Council's commitment to Equality, Diversity and Inclusion - and should be underpinned by a series of Commitments and linked to the Action Plan.
- The Council should plan to take forward equalities issues into regional partnerships and plans.

SECTION 3 - KEY ISSUES EMERGING

The Council Plan has been revised as a result of consultation. It sets out the following Priorities and Commitments, which all received high levels of support from all groups via the consultation feedback, and some have been amended to ensure greater clarity:

Priority 1: Creating the best start in life for our children and young people

Commitments

1. We will raise educational outcomes
2. We will ensure that children and young people are supported in their early years
3. We will work to eliminate child poverty across South Gloucestershire
4. We will support all children and young people to achieve positive mental health and wellbeing
5. We will provide appropriate support to facilitate choices for children with a learning difficulty
6. We will provide the best support possible to those children and young people we are responsible for in care, as they leave care and beyond as they begin independent lives

Priority 2: Identifying and support those in need and helping them to help themselves

Commitments

7. We will ensure people have access to the best possible information, advice and guidance to support themselves and their families
8. We will shift the balance of support towards prevention
9. We will support the most vulnerable adults to maintain and promote their independence
10. We will enable communities to work together to help improve their lives and address the problems that are important to them
11. We will ensure that people feel safeguarded and supported in our care, at home, and in their communities

Priority 3: Promoting sustainable inclusive communities, infrastructure and growth

Commitments

12. We will clean streets and maintain roads effectively
13. We will lead the response to the climate emergency and deliver on our commitments
14. We will promote clean, affordable, high quality design of new and existing communities
15. We will plan to join up housing with appropriate infrastructure such as schools and transport networks that make it easier for people to get around prioritising sustainable and low carbon travel choices
16. We will enable people and business to recover and thrive within cohesive communities that value diversity

Priority 4: Realising the full potential of our people and delivering value for money

Commitments

17. We will demonstrate how well we deliver value for money in the services we provide and commission from others
18. We will increase our commercial operations to generate income to support council services and use our assets for maximum benefit to our communities
19. We will work as one council providing staff with the skills, tools and support to perform at their best, promote equality of opportunity for all and live our values
20. We will develop our digital infrastructure to support residents and staff in day-to-day life

The key change to raise is that of the identification of two key drivers which inform and influence all 20 Commitments and these are:

1. Climate Emergency

2. Equalities and closing the inequality gap

This means that equalities and closing the inequality gap is a driver of each of the 20 Commitments identified. In other words, each Commitment will specifically set out and plan to tackle inequalities and ensure a closing of the inequalities gap as integral to its successful delivery from the outset.

In practical terms, each of the 20 identified Commitments has a linked plan setting out key objectives. These 20 plans have been assessed to ensure that issues relating to equalities and closing the inequality gap are clearly integral throughout. Objectives are identified which will tackle those inequalities, thus delivering greater equality of opportunity across South Gloucestershire. Successful delivery of each Commitment will be reported on an ongoing basis and will clearly include progress against the elimination of inequalities.

Supporting the delivery of these 20 plans, the council has also agreed an Inequalities Strategy and an Equality/Inequalities Reset Plan.

The Inequalities Strategy sets out the following ambition:

South Gloucestershire will be a place where everyone has the same opportunity to be healthy and well, to achieve their aspirations and to thrive. It will be a leader in innovating to reduce inequality of all descriptions. We will take a place-based, system approach and work across South Gloucestershire to understand and respond to inequalities, with the aim of reducing inequalities that exist and preventing future inequalities. This will help us to do the best for our communities and support people to lead their best, healthiest lives. Eliminating inequalities will be everyone's business.

The Equalities/Inequalities Reset Plan sets out an ambition to:

We will invest in the change required to ensure that every diverse group and community benefits on a fair and equal basis from all our services and in all aspects of life, persistently and consistently challenging ourselves and others to act and deliver genuine equality of opportunity for all.

Combined, these provide the supportive structures and systems required to enable and drive the successful delivery of the Commitments identified within the Council Plan 2020 – 2024, whilst monitoring and continuously developing their successful delivery of greater equality of opportunity and the closing of the inequality gap.

SECTION 4 - EqIAA OUTCOME

Outcome	Response	Reason(s) and Justification
Outcome 1: No major change required.	<input checked="" type="checkbox"/>	<p>The Commitments identified are comprehensive and have received high levels of support from residents representative of all protected characteristic groups.</p> <p>Plans relating to the Commitments are in place and have been assessed to ensure the delivery of greater equality of opportunity and the closing of the inequalities gap.</p> <p>The plans are supported in their delivery by the Inequalities Strategy and the Equality/Inequalities Reset Plan which provide the supportive structures and systems required to enable and drive the successful delivery of the Commitments.</p>
Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.	<input type="checkbox"/>	
Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<input type="checkbox"/>	
Outcome 4: Stop and rethink.	<input type="checkbox"/>	

SECTION 5 - ACTIONS TO BE TAKEN AS A RESULT OF THIS EqIAA

The key actions to be taken are the delivery of the 20 Plans aligned to each Commitment and the delivery of the Inequalities Strategy and the Equality/Inequalities Reset Plan. Progress against these plans will be published on the council website with updates provided to track progress, ensuring transparency and accountability. Publication on an online webpage resource will present the opportunity for the council to be more proactive in its approach to presenting the services it provides and successes realised. Key Partnerships such as the South Gloucestershire Partnership on which sits the Chair of South Gloucestershire's Equalities Forum will also be involved in delivery and monitoring of progress.

SECTION 6 – SOURCES OF EVIDENCE INFORMING THIS EqIAA

- Council Plan 2020 – 2024 Consultation Output Report, August 2020
- Consultation feedback received
- Council Plan 2016 – 2020
- New Local Plan 2018 – 2036
- Council Budget & Savings Programme 2018/19
- Climate Change Strategy 2018 – 2023

- Digital Transformation Plan
- Joint Health & Well-being Strategy 2017-21
- Sustainable Community Strategy 2036
- Special Educational Needs and/or Disability Draft Strategy 2018-2023
- Children & Young People Strategy
- Safer & Stronger South Gloucestershire Plan

APPENDIX 1 – CONSULTATION DATA – DISAGGREGATED ACCORDING TO PROTECTED CHARACTERISTIC

Note:
 Areas highlighted GREEN are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.
 Areas highlighted RED are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

To what extent do you agree or disagree that the following commitments are the right ones?

	Total	Sex							Age			Disability		Ethnicity		Religion or belief						Sexual Orientation & Gender Reassignment	
		Male	Female	25 to 34	35 to 44	45 to 54	55 to 64	65 to 75	Over 75	Disabled	Not disabled	BAME & White Other	White British	Buddhist	Christian	Hindu	Jewish	Muslim	Any other religion	No religion	LGBTQ+	Not LGBTQ+	
Base	1146	588	522	36	100	160	267	368	174	130	940	69	1004	#	640	#	#	#	10	328	57	863	
We will raise educational outcomes																							
DISAGREE	5%	7%	3%	3%	2%	7%	7%	4%	4%	4%	5%	7%	5%	11%	4%	0%	0%	33%	10%	6%	11%	4%	
AGREE	84%	81%	89%	89%	93%	81%	81%	86%	85%	88%	84%	77%	85%	77%	86%	100%	100%	67%	60%	84%	75%	85%	
We will ensure that children are properly supported in their early years																							
DISAGREE	5%	6%	3%	3%	2%	8%	7%	4%	4%	3%	5%	7%	4%	11%	5%	0%	0%	33%	10%	5%	15%	5%	
AGREE	86%	82%	91%	94%	91%	83%	83%	88%	84%	88%	86%	84%	87%	77%	87%	100%	100%	67%	80%	87%	79%	88%	
We will work to eliminate child poverty across South Gloucestershire																							
DISAGREE	5%	8%	3%	6%	2%	7%	8%	5%	4%	4%	6%	5%	6%	0%	4%	0%	0%	67%	10%	6%	9%	6%	
AGREE	83%	77%	89%	83%	86%	81%	82%	84%	83%	84%	84%	84%	84%	89%	85%	100%	100%	33%	90%	82%	80%	84%	
We will support all children and young people in maintaining positive mental health and wellbeing																							
DISAGREE	5%	7%	4%	3%	3%	8%	6%	4%	4%	4%	5%	4%	5%	0%	4%	0%	0%	0%	10%	6%	9%	5%	
AGREE	84%	79%	91%	89%	87%	83%	82%	86%	86%	85%	85%	82%	85%	78%	87%	100%	100%	100%	80%	83%	81%	85%	

We will support children with learning disabilities to live an independent life																						
DISAGREE	5%	7%	3%	3%	2%	6%	7%	4%	4%	5%	4%	5%	4%	11%	4%	0%	0%	0%	10%	5%	9%	5%
AGREE	86%	82%	91%	91%	93%	82%	83%	89%	84%	85%	87%	84%	87%	89%	88%	100%	100%	100%	90%	85%	86%	86%
We will be an exemplar in corporate parenting (children and young people looked after by the council or who are care leavers)																						
DISAGREE	5%	8%	2%	6%	4%	7%	7%	5%	3%	5%	5%	6%	5%	0%	5%	0%	0%	33%	10%	6%	11%	5%
AGREE	78%	72%	86%	87%	83%	76%	77%	81%	76%	77%	78%	71%	79%	88%	80%	100%	100%	67%	90%	76%	79%	78%

To what extent do you agree or disagree that the following are the right areas of focus?

	Total	Sex		Age						Disability		Ethnicity		Religion or belief						Sexual Orientation & Gender Reassignment		
		Male	Female	25 to 34	35 to 44	45 to 54	55 to 64	65 to 75	Over 75	Disabled	Not disabled	BAME & White Other	White British	Buddhist	Christian	Hindu	Jewish	Muslim	Any other religion	No religion	LGBTQ+	Not LGBTQ+
Base	1146	588	522	36	100	160	267	368	174	130	940	69	1004	#	640	#	#	#	10	328	57	863
We will ensure people have access to the best possible information, advice and guidance to support themselves and their families																						
DISAGREE	4%	6%	2%	3%	2%	4%	4%	5%	3%	4%	4%	7%	4%	0%	4%	0%	0%	0%	0%	4%	9%	4%
AGREE	88%	85%	92%	89%	89%	86%	87%	89%	89%	91%	88%	83%	89%	66%	90%	100%	100%	67%	90%	88%	85%	88%
We will shift the balance of support more towards prevention																						
DISAGREE	5%	7%	3%	9%	2%	5%	6%	6%	4%	7%	4%	9%	5%	22%	4%	0%	0%	0%	0%	4%	9%	4%
AGREE	85%	81%	89%	78%	84%	85%	84%	87%	85%	81%	86%	80%	86%	55%	86%	75%	100%	100%	90%	87%	84%	86%
We will support the most vulnerable adults to maintain their independence																						
DISAGREE	5%	6%	3%	6%	2%	5%	5%	5%	3%	4%	4%	8%	4%	11%	3%	0%	0%	33%	0%	4%	9%	4%
AGREE	85%	82%	91%	86%	87%	85%	84%	90%	86%	90%	86%	85%	87%	78%	90%	100%	100%	67%	90%	83%	84%	87%

We will enable communities to work together to help improve their lives and address the problems that are important to them																						
DISAGREE	5%	8%	2%	6%	4%	7%	7%	5%	4%	3%	6%	7%	5%	0%	5%	0%	0%	0%	0%	5%	9%	6%
AGREE	83%	77%	89%	89%	86%	84%	80%	85%	83%	84%	83%	81%	84%	89%	86%	100%	100%	100%	100%	80%	77%	84%
We will ensure that people feel safeguarded and supported in our care, at home, and in their communities																						
DISAGREE	4%	6%	3%	6%	2%	6%	5%	3%	4%	2%	5%	7%	3%	0%	5%	0%	0%	0%	0%	5%	9%	5%
AGREE	89%	84%	93%	89%	92%	83%	88%	89%	88%	90%	88%	85%	89%	78%	90%	100%	100%	66%	100%	86%	84%	89%
We will clean streets and maintain roads effectively																						
DISAGREE	6%	8%	3%	3%	5%	9%	6%	6%	4%	4%	6%	10%	6%	11%	4%	0%	0%	33%	0%	8%	14%	5%
AGREE	91%	88%	93%	81%	90%	88%	91%	91%	95%	95%	90%	86%	91%	77%	92%	75%	100%	67%	100%	87%	83%	91%
We will lead the response to the climate emergency and deliver on our commitments																						
DISAGREE	10%	14%	4%	12%	8%	11%	11%	10%	6%	9%	10%	13%	8%	11%	7%	0%	0%	67%	0%	13%	17%	9%
AGREE	76%	67%	86%	84%	78%	76%	73%	77%	78%	77%	76%	74%	78%	67%	79%	100%	100%	33%	80%	74%	68%	77%
We will promote clean, high quality design of new and existing communities																						
DISAGREE	7%	10%	4%	14%	7%	9%	10%	6%	4%	6%	8%	14%	7%	22%	6%	0%	0%	33%	0%	9%	14%	7%
AGREE	81%	75%	86%	83%	76%	81%	78%	82%	85%	79%	81%	80%	82%	55%	84%	100%	100%	67%	100%	78%	79%	83%
We will plan to join up housing with appropriate infrastructure such as schools and transport networks that make it easier for people to get around																						
DISAGREE	7%	10%	4%	6%	4%	10%	9%	6%	5%	6%	7%	10%	7%	0%	6%	0%	0%	0%	0%	9%	13%	7%
AGREE	87%	84%	91%	89%	89%	84%	83%	88%	88%	88%	87%	84%	87%	89%	89%	100%	100%	66%	100%	83%	81%	88%
We will enable people and business to recover and thrive within cohesive communities that value diversity																						
DISAGREE	7%	9%	4%	9%	4%	8%	10%	6%	5%	10%	7%	9%	7%	11%	6%	0%	0%	33%	0%	8%	11%	7%
AGREE	78%	73%	84%	75%	76%	78%	75%	81%	83%	79%	79%	79%	79%	66%	81%	100%	100%	33%	80%	73%	79%	78%

We will demonstrate how well we deliver value for money in the services we commission and provide																						
DISAGREE	5%	7%	3%	9%	2%	6%	7%	4%	4%	5%	5%	8%	5%	11%	5%	0%	0%	0%	0%	7%	10%	5%
AGREE	81%	77%	85%	75%	87%	80%	78%	82%	81%	79%	82%	78%	82%	55%	85%	75%	100%	100%	90%	77%	71%	82%
We will work as one council providing staff with the skills, tools and support to perform at their best and live our values																						
DISAGREE	5%	7%	1%	3%	1%	6%	7%	4%	4%	3%	5%	9%	4%	0%	4%	0%	0%	0%	0%	6%	11%	5%
AGREE	82%	78%	88%	80%	88%	83%	80%	83%	84%	83%	83%	81%	83%	55%	86%	100%	100%	100%	90%	79%	79%	83%
We will develop our digital infrastructure to support residents and staff in day-to-day life																						
DISAGREE	5%	8%	3%	3%	1%	8%	7%	5%	3%	3%	5%	9%	5%	11%	4%	0%	0%	0%	0%	7%	9%	5%
AGREE	81%	79%	85%	86%	88%	81%	78%	82%	82%	76%	83%	78%	82%	55%	84%	75%	100%	100%	100%	81%	79%	82%
We will increase our commercial operations and use assets for maximum benefit																						
DISAGREE	7%	10%	4%	3%	8%	9%	8%	6%	7%	7%	7%	7%	7%	11%	6%	0%	0%	0%	0%	10%	13%	7%
AGREE	74%	72%	78%	80%	72%	75%	72%	78%	77%	75%	75%	67%	77%	33%	78%	75%	100%	100%	100%	71%	70%	76%

To what extent do you agree or disagree that the four priorities together sufficiently address each of the following issues that South Gloucestershire is facing?

	Total	Sex		Age						Disability		Ethnicity		Religion or belief							Sexual Orientation & Gender Reassignment	
		Male	Female	25 to 34	35 to 44	45 to 54	55 to 64	65 to 75	Over 75	Disabled	Not disabled	BAME & White Other	White British	Buddhist	Christian	Hindu	Jewish	Muslim	Any other religion	No religion	LGBTQ+	Not LGBTQ+
COVID-19 emergency																						
DISAGREE	8%	11%	6%	16%	12%	7%	12%	6%	3%	12%	7%	10%	8%	11%	5%	0%	0%	0%	20%	11%	16%	8%
AGREE	63%	58%	69%	58%	60%	63%	60%	64%	72%	62%	64%	55%	65%	55%	69%	100%	100%	100%	80%	58%	65%	65%
Increasing pressure on health and social care																						
DISAGREE	8%	10%	6%	14%	5%	10%	13%	6%	4%	9%	8%	11%	8%	11%	6%	0%	0%	0%	20%	10%	12%	7%
AGREE	71%	67%	77%	78%	73%	64%	70%	71%	82%	69%	73%	66%	73%	66%	75%	75%	100%	100%	60%	70%	74%	73%

Widening inequalities gap																						
DISAGREE	10%	12%	7%	22%	8%	7%	13%	8%	8%	11%	9%	19%	9%	33%	8%	0%	0%	0%	10%	13%	21%	9%
AGREE	53%	48%	59%	44%	55%	56%	54%	50%	56%	50%	55%	51%	54%	44%	57%	25%	100%	100%	30%	53%	51%	55%
Strong economy and growing housing demand																						
DISAGREE	11%	13%	7%	14%	12%	10%	14%	9%	7%	11%	10%	13%	10%	11%	9%	0%	0%	0%	10%	16%	13%	11%
AGREE	62%	59%	66%	59%	62%	57%	59%	63%	71%	63%	62%	61%	64%	33%	67%	50%	100%	100%	60%	59%	69%	64%
Climate emergency																						
DISAGREE	14%	18%	11%	28%	15%	14%	19%	13%	8%	13%	15%	22%	14%	33%	10%	0%	0%	33%	20%	20%	16%	14%
AGREE	51%	44%	59%	58%	51%	47%	49%	52%	58%	50%	52%	46%	52%	33%	56%	50%	100%	67%	60%	48%	53%	52%
Resource pressure for public sector																						
DISAGREE	8%	10%	6%	17%	6%	11%	9%	7%	4%	13%	7%	15%	7%	22%	6%	0%	0%	0%	10%	11%	14%	6%
AGREE	50%	45%	57%	64%	50%	43%	49%	51%	55%	48%	51%	45%	52%	33%	55%	50%	100%	100%	40%	46%	51%	52%