

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

Name of Function under consideration:	Sustainable Community Strategy
Is this Function 'Major', 'Minor yet likely to have a major impact' or 'Neither'	Minor (refresh) yet likely to have a major impact (vision and priorities)
Date(s) of completing the EqIAA:	November to December 2015
Person(s) completing the EqIAA:	Strategic Partnerships and Planning Manager Strategic Partnerships Officer

SECTION 1 – INTRODUCTORY INFORMATION

<p>1. What is the main purpose of the Function?</p> <p>This EqIAA covers the refresh of the Sustainable Community Strategy (SCS).</p>
<p>2. List the main activities of the Function:</p> <p>To ensure South Gloucestershire remains a great place to live and work; the strategy is the shared vision for the area developed by the South Gloucestershire Partnership working with the people who live, work and visit South Gloucestershire. It is framed around four key areas – Place, Economy, Communities, Health – each of which have a set of outcomes which will be delivered through the work of the partners and others</p>
<p>3. Who are the main beneficiaries of the Function?</p> <p>The people who live, work and visit South Gloucestershire</p>
<p>4. How is the overall success of the Function measured?</p> <p>Agreement by partners and stakeholders</p>
<p>5. What equality monitoring systems are in place to carry out regular checks on the effects of the Function on equality groups?</p> <p>This is a strategic document and as such sets out the shared vision for the area which is framed by the four key areas – Place, Economy, Communities, Health.</p> <p>Each of these key areas has a suite of associated plans and it is this planning which considers and monitors progress in the broad area of Equality of Opportunity for all.</p>
<p>6. What are your equality related performance indicators/measures of success for this Function?</p> <p>The primary measure of success is that the strategic equalities implications associated with the four key identified areas of Place, Economy, Communities, Health are actively considered and progress to advance equality of opportunity, eliminate discrimination and foster good relations is driven throughout all aspects of delivery plans and the implementation of actions.</p>

SECTION 2 –ASSESSMENT OF IMPACT

7. Assessment of impact:

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)
Women/Girls	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	The refresh of the Sustainable Community Strategy aims to continue to improve the lives of all who live, work and visit South Gloucestershire.
Men/Boys	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Lesbians, gay men & bisexuals	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Transgender people	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
White people (including Irish people)	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Asian or Asian British people	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Black or Black British people	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
People of mixed heritage	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Chinese people	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Travellers (gypsy/Roma/Irish heritage)	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
People from other ethnic groups	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Disabled People: Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	It should therefore have a positive impact on everybody. A scoping exercise will be undertaken to identify and respond to the key equalities challenges and issues; and implement actions to address them where appropriate.
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Mental health condition, e.g. depression or schizophrenia.	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder.	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy.	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Other health problems or impairments.	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Older People	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Children and Young People	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Faith Groups	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy & Maternity	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage & Civil Partnership	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	

8. If you have indicated that there is a negative impact on any group, is that impact:

Legal? Yes No

Intended? Yes No

Level of impact High Low

No negative impact has been identified:

9. Could you minimise or remove any negative impact - how?

N/A.

The whole aim of the refresh of the strategy is to redress imbalances.

10. Could you improve a positive impact of the Function - how?

Improvement of the positive impact of the Function will be done through the continued involvement of partners in the development and delivery of the strategy. Individual corporate strategic plans will provide more information which includes equalities priorities and monitoring of progress.

11. If there is no evidence that the Function promotes equality of opportunity or improved relations, could it be adapted so that it does - how?

N/A. The strategy includes specific equality outcomes and is directly linked to the delivery of Individual corporate plans will provide more information which include equalities priorities and monitoring of progress..

12. Any other relevant notes:

None.

SECTION 3 – CONSULTATION & RESEARCH IN RELATION TO THE EqIA

13. What consultation has been conducted with groups and individuals from groups likely to be affected as well as staff, and what evidence has this provided about equalities impact?

Full consultation was completed in November 2011 in relation to the previous version of the Sustainable Community Strategy which was published in February 2012. This strategy has not been rewritten, just refreshed in light of local elections, changing partnership and financial landscapes and the wider vision for the West of England. Therefore it is not deemed to have changed in any material sense and the previous consultation results are still applicable to this document.

14. What relevant research (data, reports, expert opinion etc.) has been conducted and what evidence has this provided about equalities impact?

Previous consultation was done with all the local equalities groups, and as this is just a refresh of the document, there is no intention of repeating the previous process. Equalities officers and representatives of the voluntary and community sector have been involved in the refresh.

15. What contributions does your function/activity make towards promoting community cohesion?

One of the priorities in the Our Communities section is around community cohesion and the aim to improve and strengthen cohesion is reinforced in the narrative for that section.

SECTION 4 – OUTCOMES

16. Overall Outcome

Outcome	Your response	Reason(s) and Justification
Outcome 1: No major change required.	<input checked="" type="checkbox"/>	There have been no major changes to the strategy therefore no action plan is required.
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"/>	

17. List the actions you will take as a result of this EqIAA.

A scoping exercise will be undertaken to identify and respond to the key equalities challenges and issues; and implement actions to address them where appropriate.

SECTION 5 – EqIAA EVIDENCE

18. Evidence.

Extensive consultation was done with colleagues and the public, private and voluntary community sectors on all aspects of and the impacts of the Sustainable Community Strategy.

A comprehensive project programme was implemented which included a full Equality Impact Assessment.