

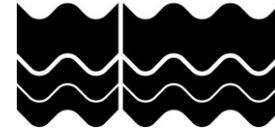
## Short Equality Impact Analysis

**Equality Impact Analysis (EqIA) (or Equality Impact Assessment) aims to make services and public policy better for all service-users and staff and supports value for money by getting council services right first time.**

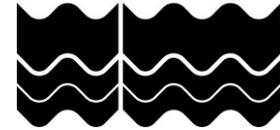
We use EqIAs to enable us to consider all relevant information from an Equality requirements perspective when procuring or restructuring a service, or introducing a new policy or strategy. This analysis of impacts is then reflected in the relevant action plan to get the best outcomes for the Council, its staff and service-users.

EqIAs are used to analyse and assess how the Council's work might impact differently on different groups of people<sup>1</sup>. EqIAs help the Council to make good decisions for its service-users, staff and residents and provide evidence that those decision conform with the Council's obligations under the Equality Act 2010.

<b>Title of Project/Service/Policy</b>	Council Plan 2022/23-2024/25
<b>Team/Department</b>	Performance, Research and Intelligence
<b>Directorate</b>	Governance Services
<b>Description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>The Council Plan sets out our organisational priorities for the next three years. These are based on what we need to do to help deliver our four overarching priority outcomes; Driving sustainable economic growth, Keeping vulnerable people safe, Helping people help themselves and Making best use of resources for now and the future. It outlines the focus of our work with communities, businesses and partners. Performance measures and targets are set for the next three years that help us assess our progress against our aims and priorities. The plan includes a summary of our revenue budget and capital programme for 2022/23.</p> <p>The Council Plan is at the centre of our business planning processes. The activities outlined in the Council Plan feed through into the Portfolio Plans for each directorate. These activities are</p>



	<p>delivered across multiple services and programmes, often in collaboration with partners. There are designated leads for activities who are responsible for overseeing delivery and performance.</p> <p>We will continue to monitor our impact on outcomes for the people of East Sussex, including differences between outcomes for people sharing different protected characteristics. We will use this information to inform future business planning activities as part of our annual State of the County exercise. We will report quarterly on progress against the activities in the Council Plan, including any issues, as part of our Council Monitoring reports. Collectively this evidence gathering, prioritising, implementing and monitoring is called Reconciling Policy, Performance and Resources (RPPR).</p> <p>All aspects of the RPPR process have consideration of equality, diversity and inclusion impacts embedded within them, to ensure that planned priorities are based on a good understanding of diversity and local needs, identify and respond to opportunities to remove barriers and maximise positive outcomes, and that outcomes for people sharing different characteristics are monitored.</p> <p>The planned work set out in the Council Plan is intended to have a positive impact on all our residents, communities, businesses and visitors to the County. The priority outcomes and the corresponding activities, and measures have been identified based on evidence of need, taking into account any legislation, legislative change or service review outcomes which are relevant to that service area, and available resources.</p> <p>One of the delivery outcomes within the Council Plan is to ensure that we deliver through strong and sustained partnership working across the public, voluntary community and private sectors to ensure that all available resources are used to deliver maximum benefits to local people. We consider as part of our business planning processes the collective impact of any proposed work.</p>
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## Assessment of overall impacts and any further recommendations

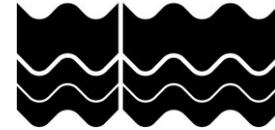
For clarity all disproportionate impacts on specific groups are highlighted in the single section below.

Overall impacts and notes:

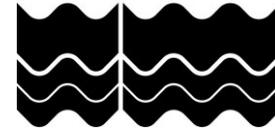
There are no disproportionate negative impacts on people sharing any specific characteristics. The Council Plan as a whole is designed to support our objectives to promote equality and to address known inequalities. Many services or programmes will have benefits for all people in the county, across all legally protected characteristics. The council's approach is to integrate consideration of equality impacts into planning, implementation and monitoring of all activities, so specific needs, assets, barriers and opportunities are assessed individually to maximise positive impacts and avoid or minimise negative impacts.

In addition, there are several activities or programmes of work outlined in the Council Plan that specifically seek to improve outcomes for people sharing one or more of the legally protected characteristics, where evidence indicates greater need or inequality – see all of the Portfolio Plans for full details of actions across all departments:

- We have set out initiatives aiming to improve the connectivity of rural communities, through better access to broadband and transport links.
- We will continue to work with partners support vulnerable groups and young people with learning difficulties/disabilities to participate in education and training and to prepare for work.
- We will work with partners to address health inequalities, in particular those inequalities that have been highlighted by the impact of COVID-19.
- We recognise the significant impact that the pandemic has had on the mental health of many young people. We will continue to deliver mental health support in schools to help support our children and young people.
- We will continue to ensure there is the right support available to children and young people with Special Educational Needs and Disabilities, including increasing capacity within our mainstream schools.
- With our partners we will continue to work to ensure that vulnerable and older adults receive the right services, in the right place, at the right time through our work on health and social care integration.
- We will continue to provide support for frail adults to help manage risks and maintain their independence at home.



Potential issues	Mitigating actions
<ul style="list-style-type: none"> <li>• Identification of potential disproportionate impacts or issues relating to people sharing specific characteristics that have not been identified at this stage.</li>   <li>• Our resources do not reflect the demand for services, which may mean we will have to adjust our services to match the funds we have.</li>   <li>• The population of East Sussex is changing and people's needs and assets change.</li>   <li>• COVID19 and the lockdowns and social restrictions have impacted some people and communities sharing protected characteristics worse.</li> </ul>	<ul style="list-style-type: none"> <li>• The planned work set out in the Council Plan will be taken forward through specific programmes of activity within individual directorates. Robust equality analysis will be undertaken on each planned activity, to ensure that these are designed and implemented in a way that maximises opportunities to promote equality, whilst minimising any adverse impacts.</li> <li>• Priorities will continue to be defined based on local evidence of need and what works and makes a difference locally. We will continue to be democratic, open and honest in determining the best level and quality of services we can provide, within available resources, and in communicating priorities.</li> <li>• We will work closely with partners, including the Voluntary, Community and Social Enterprise sector, to make the most of opportunities, resources and links with diverse communities available locally. We recognise that VCSE organisations are often the first to recognise and respond to the needs of diverse communities and that they provide safe, accessible, and inclusive spaces for individuals, groups and the wider community, that support inclusion and belonging.</li> <li>• We continue to work to understand the different ways in which the pandemic has impacted on people sharing different characteristics and to address the inequalities that have been revealed and/or worsened. Portfolio Plans and service plans identify tailored responses to identified needs.</li> </ul>



**Actions planned**

Our Council Plan priorities and delivery outcomes are designed to help address identified inequalities in outcomes for different groups in our local community and incorporate our equality objectives.

The planned work set out in the Council Plan will be taken forward through specific programmes of activity within individual directorates. Robust equality analysis will be undertaken on each planned activity, to ensure that these are designed and implemented in a way that maximises opportunities to promote equality, whilst minimising any adverse impacts. The impacts of activities carried forward from the previous plan will be kept under review, which will include considering whether existing mitigating actions remain sufficient, or if any further measures are required.

We will continue to monitor our impact on outcomes for the people of East Sussex, including differences between outcomes for people sharing different protected characteristics. We will use this information to inform future business planning activities as part of our annual State of the County exercise. We will report quarterly on progress against the activities in the Council Plan, including any issues, as part of our Council Monitoring reports. We will also report on our progress in delivering the actions in this Council Plan that will advance equality as part of our Annual report, which will be published in Autumn 2022.

**EqlA sign-off:** (for the EqlA to be final an email must be sent from the relevant people agreeing it, or this section must be signed)

**Staff member competing Equality Impact Analysis:** Victoria Beard, Head of Performance, Research and Intelligence **Date:** 13/12/21

**Directorate Management Team rep or Head of Service:** as above

**Date:**

**Equality lead:** Sarah Tighe-Ford

**Date:** 13/12/21