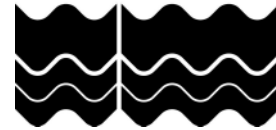


Equality Considerations

Assessing equality impacts enables us 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.

This assessment is used as an alternative to the Equality Impact Assessment (EqIA) template in specific circumstances, when impacts are limited or only apply to one or two characteristics. This helps the Council to make good decisions for its service-users, staff and residents and to provide evidence that those decisions conform with the Council's obligations under the Equality Act 2010.

Title of Project/Service/Policy	Council Plan 2025/26-2027/28
Team/Department	Performance, Research and Intelligence
Directorate	Governance Services
Description of your Project (Service/Policy, etc.) including its Purpose and Scope	<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 2025/26.</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 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</p>

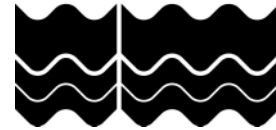


this information to inform future business planning activities as part of our annual State of the County exercise. We will report quarterly on progress against the activities in the Council Plan, including any issues, as part of our Council Monitoring reports. Collectively this evidence gathering, prioritising, implementing and monitoring is called Reconciling Policy, Performance and Resources (RPPR).

All aspects of the RPPR process have consideration of equality, diversity and inclusion impacts embedded within them. This ensures that we understand local needs and diversity when planning our priorities. We work to identify and respond to opportunities to remove barriers and maximise positive outcomes. We monitor the outcomes for people sharing different characteristics so that we understand our impact.

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.

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. We consider as part of our business planning processes the collective impact of any proposed work.



Assessment of overall impacts and any further recommendations

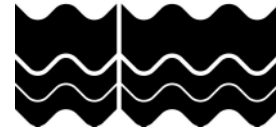
For clarity all disproportionate impacts on specific groups are highlighted in the single section below.

Overall impacts and notes:

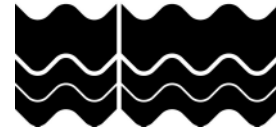
There are no disproportionate negative impacts on people sharing any specific characteristics. The Council Plan as a whole is designed to support our objectives to promote equality and to address known inequalities. Many services or programmes will have benefits for all people in the county, across all 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:

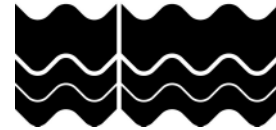
- We will work to ensure that all children progress well from early years through school and into post-16 education, training and employment.
- We will ensure all vulnerable people in East Sussex are known to relevant local agencies and support is delivered together to meet their needs.
- We will work to reduce health inequalities and maximise opportunities for our residents to live healthier lives
- Through our partnerships we will deliver a range of programmes to improve careers provision for young people and promote and deliver work-based training. We will support those who are furthest from the workplace through careers, pre-employment and digital inclusion initiatives.
- We are linking in with organisations that support people back into employment to extend our reach into sections of the labour market that are underrepresented or face significant barriers to employment.
- We will work with educational settings to improve outcomes for all pupils including those with SEND. We will continue to develop and commission a range of alternative provision for pupils who have been excluded or are at risk of exclusion.



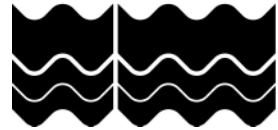
- We will continue to provide targeted 1-to-1 support for vulnerable groups via the Youth Employability Service and use robust tracking and data analysis to inform interventions that will improve transition and progression to post-16 education, training, and employment.
- We want children to stay close to the people and places they know, where it is best for them to do so. We are investing in earlier intervention and support to families, further investment in recruitment and retaining our foster carers, and our ability to secure the right care for the right child for the right length of time
- We will work to ensure residents can receive timely Care Act assessments and reviews through our Adult Social Care and Health teams to support them to live as independently as possible.
- We will continue to pursue a range of projects and initiatives aimed at improving the mental health and wellbeing of East Sussex residents. We are committed to supporting people in crisis, including those at risk of suicide.
- We will continue to work in a cross-county partnership to ensure all migrants and the communities they settle in can achieve independence and wellbeing.
- We work in partnership to reduce crime, anti-social behaviour and domestic abuse and help victims to stay safe from harm.
- We will continue to help prevent vulnerable people from becoming a victim of mass marketing fraud and intervene if people have already become a victim.
- We will continue to develop the Local Offer website which provides information and advice to families and children with special educational needs and disabilities.
- We will continue to communicate our enhanced mental health and emotional wellbeing (MHEW) information, advice and guidance offer, working in partnership with the wider Sussex MHEW system to ensure consistency.
- We will continue to work with partners to identify carers in the community and help them access the support they need, through our Carers Partnership Plan.
- We will deliver road safety training for the most vulnerable road users in the county through Bikeability training and Wheels for All sessions.
- The council has also set two equality objectives to define our focus for 2024/25:
 - We will lead by example, delivering services that are informed by the views, strengths and needs of our communities and providing an inclusive and supportive working environment for our staff. To help achieve this we will take practical actions on equality, diversity and inclusion as set out in the Corporate Equality Diversity and Inclusion Action Plan.
 - We will implement the new service and associated workplace adjustment pathway agreed following the Workplace Adjustments review.



Potential issues	Mitigating actions
<ul style="list-style-type: none"> • Identification of potential disproportionate impacts or issues relating to people sharing specific characteristics that have not been identified at this stage. • As a result of national factors beyond local control. The Council has seen a significant increase in the demand for, and cost of providing, vital services for our residents, particularly for the most vulnerable. • The population of East Sussex is changing and people's needs and assets change. • The legacy of Covid has had a significant impact on the lives of many people in East Sussex, including on some people and communities sharing protected characteristics. 	<ul style="list-style-type: none"> • 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 Council has begun to consult on making potential savings which will affect some services. We will continue to work with all our partners to make sure there is a shared view of priorities and that we make the most of opportunities and resources available. Our planning for the years ahead continues to be underpinned by a relentless focus on our priority outcomes and their supporting delivery outcomes. We use performance measures to help us assess our impact more fully and respond appropriately when we need to do so. We review this data when making our plans. • We will work closely with partners, including the Voluntary, Community and Social Enterprise (VCSE) 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. • We continue to work to understand the ongoing ways in impacts of the pandemic on people sharing specific characteristics and to address the inequalities that have



<ul style="list-style-type: none"> The effects of the national rise in the cost of living are being disproportionately felt by some people more than others, linked to their characteristics. 	<p>been revealed and/or worsened. Work across the Council and with statutory and VCSE partners is co-ordinating support and identifying ways to maximise access for vulnerable residents to the advice and support available. Portfolio Plans and service plans identify tailored responses to identified needs.</p> <ul style="list-style-type: none"> Work across the Council and with statutory and VCSE sector partners is co-ordinating support and identifying ways to maximise access for vulnerable residents to the advice and support available. Portfolio Plans and service plans identify tailored responses to identified needs.
<p>Actions planned</p>	
<p>Our Council Plan priorities and delivery outcomes are designed to help address identified inequalities in outcomes for different groups in the county and to incorporate our equality objectives.</p> <p>The planned work set out in the Council Plan will be taken forward through specific programmes of activity within individual departments. 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.</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. 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 2025.</p>	



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: Richard Miles, Senior Performance Manager, Performance Research and Intelligence **Date:** 02/01/2025

Directorate Management Team rep or Head of Service: Victoria Beard, Head of Performance Research and Intelligence
Date: 02/01/2025

Equality lead: Sarah Tighe-Ford, Corporate Equalities Manager
Date: 02/01/2025