

Bristol City Council Equality Impact Assessment Form



Name of proposal	Corporate Strategy 2018 - 2023
Directorate and Service Area	Policy and Strategy (Policy and Strategy)
Name of Lead Officer	Tim Borrett, Head of Policy and Strategy (interim)

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 The Corporate Strategy 2018-2023 sets out the council’s high-level organisational vision, themes, commitments and values for the next five years, along with how it will contribute to the aims of the emerging One City Plan. It is the council’s key strategy document from which its Business Plans and policy and strategy framework flow.

1.2 It makes many specific commitments at a high level but is not an ‘action plan’ of specific proposals. Instead it sets an overall direction and gives the Mayor, Members and Officers a guide from which to form detailed policies and proposals.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?
 By its nature the Corporate Strategy touches on all aspects of council business and therefore brings all Bristol citizens in to scope, particularly vulnerable people who receive the most critical services.

Key demographic information about Bristol is set out in the [2011 Census](#) as

well as in supplementary documents such as the [2011 Census: Key Statistics about Equalities Communities in Bristol](#) and the annual [Population of Bristol](#) report. Data on the health and wellbeing of Bristol's residents can be found in the [Joint Strategic Needs Assessment \(JSNA\): Data profile](#). Information on socio-economic disadvantage is outlined in the [Index of Multiple Deprivation](#).

The Council conducts an annual [Quality of Life](#) survey, which provides an opportunity for citizens to voice their opinions about issues close to their heart and their views on local public services.

We also run the [Bristol Citizens' Panel](#), which runs 3 surveys a year on a range of topics related to living in Bristol.

The Corporate Strategy will affect all protected characteristics, although it should be noted the Strategy sets out a direction of travel rather than specific, defined actions. It is specific projects or activities which will define actual impacts on protected characteristics, and these are subject to individual EQIAs.

2.2 Who is missing? Are there any gaps in the data?

Census data is currently collected every 10 years – the last census was conducted in 2011. The ONS also publish mid-2016 population estimates. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

Data on the overall number of disabled people is based on residents self-reporting limiting long-term illness or disability. The 2011 census asks 'Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Include problems related to old age?' As it is a self-reported figure, the actual number of disabled people in the city may be higher.

The number of LGBT people in the city is based on the DTI Final Regulatory Impact Assessment: Civil Partnerships Act 2004 national percentage estimate (5-7%) applied to Bristol. As it is a national estimate applied to Bristol population figures, the actual numbers of LGBT people in the city may be higher or lower.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

There has been a wide reaching public consultation on the draft Corporate Strategy and all key partners including VOSCUR and known equalities groups were invited to make representations. Their feedback has helped shape the

final proposed Corporate Strategy.

The consultation is available online [here](#).

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

The Corporate Strategy needs to be viewed in its wider national and local context. By 2023 the Council will have needed to save over £300 million in the preceding 12 years. At the same time the city's population is projected to rise from 428,100 in 2011 to around 484,400 by 2023¹.

A key part of our core purpose as a local authority is to support those at risk or in need, and the majority of our revenue budgets are spent on services for people. Therefore any change to our funding has the potential to impact on protected characteristics.

Our Corporate Strategy recognises the potential risks and it is proposed to tier our activities to empower where possible and enable people to help themselves; provide help, support and appropriate services when needed, focusing on preventative work and providing more intensive support or services where needed most. Many of those in need of services and support do so owing to their protected characteristics.

We have taken into consideration the issue of both direct and indirect impacts on individuals and groups of people when working to develop this Strategy.

3.2 Can these impacts be mitigated or justified? If so, how?

The Corporate Strategy makes many specific commitments at a high level but is not an 'action plan' of specific proposals. Instead it sets an overall direction and gives the Mayor, Members and Officers a guide from which to form detailed policies and proposals. That being said, our aim is to minimise direct

¹ Source: *2014-based Sub-National Population Projections*, Population Projections Unit, ONS, Crown copyright 2016.

and indirect impacts on our communities in this strategy, specifically our communities who identify with any protected characteristics.

The strategy sets out principles and key commitments. Some of these especially tackle equality and diversity issues such as safeguarding children and vulnerable adults; taking a zero-tolerance approach to abuse or hate crime; and delivering high standards of physical accessibility. Many other commitments address issues of inequality, participation, resilience and social isolation.

In the specific proposals emerging from this strategy we will highlight and mitigate particular impacts on protected characteristics and these are set out in those proposals' EQIAs and Relevance Checks.

3.3 Does the proposal create any benefits for people with protected characteristics?

The Corporate Strategy key aim is to create a fairer Bristol, where everyone can share in the city's success. Reducing inequality runs throughout the themes and key commitments outlined in the strategy. Its ambitions, therefore, are clearly aimed at creating positive outcomes for disadvantaged groups/communities.

3.4 Can they be maximised? If so, how?

The outcome-based approach of the Corporate Strategy and the related Business Plans will provide us with quantitative and qualitative measures of achievement, which will be used to identify whether specific initiatives or interventions are providing tangible benefits to disadvantaged groups/communities. This 'evidence based' approach will allow us to identify the approaches that will yield greatest benefit and to modify and/or stop initiatives that are proving less successful.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

There has been a wide reaching public consultation on the draft Corporate Strategy and all key partners including VOSCUR and known equalities groups were invited to make representations, as well as internal consultation and feedback. The present Corporate Strategy has been redrafted and edited in response to consultation and this EQIA.

Key relevant changes include:

- Introducing under-pinning principles for all activity which includes inclusive planning and empowering individuals,
- Introducing a section on sectoral partnerships which underlines our commitment to the VCS sector and the important of Voice and Influence Groups in shaping services,
- Including additional content to make clear that ‘independence’ is not a choice some people have and to make clear that in those cases support will be provided based around enabling inclusion, choice and control for individuals,
- Where characteristics are mentioned in reference to inclusion and equality, the characteristic of ‘age’ has been added.

4.2 What actions have been identified going forward?

As this is the overall strategy, it will be within the resulting thematic Business Plans and associated EQIAs for specific proposals where any changes to activities or projects will be set out.

4.3 How will the impact of your proposal and actions be measured moving forward?

The Corporate Strategy will be accompanied by Business Plans for each Corporate Strategy theme. These one-year action plans will highlight in more detail what activities/initiatives are being undertaken for each theme and how we will measure our progress in achieving the commitments outlined in the Strategy.

Service Director Sign-Off: Tim Borrett	Equalities Officer Sign Off: Jean Candler
Date: 4 January 2018	Date: 4 January 2018