

Revised February 2015

Department: Chief Executives

Team or Service Area Leading Assessment: Corporate Delivery Unit

Title of Policy/ Service or Function: Council Plan 2019-24

Proposals to introduce/ alter/ delete policy, service, expenditure etc: Introduce

Date of proposals: December 2018 Committee/Team: Exec / Full Council

Lead Officer: Antony Lockley

STEP 1 - IDENTIFYING THE PURPOSE OR AIMS

1. What type of policy, service or function is this?

Existing New/ proposed Changing/ updated

2. What is the aim and purpose of the policy, service or function?

The Council Plan describes our priorities, values and ambitions for 2019-24 and sets our strategic direction, shaping what we will do to help improve the lives of local people and how we will measure our progress.

3. Please outline any proposals being considered.

The Council Plan is proposing to carry forward the Council’s existing vision and priorities. The existing equality objectives will be carried forward until 2024 when they are due for review.

4. What outcomes do we want to achieve?

The Council Plan contributes towards achieving the Council’s two key priorities:

- 1. **The Economy** – Maximising growth and opportunities across Blackpool
- 2. **Communities** – Creating stronger communities and increasing resilience

The new plan includes an additional focus on ensuring a resilient organisation by being innovative, efficient and customer focussed, with great staff and strong governance.

The equality objectives help to ensure the development of projects delivering these

priorities reflects on the circumstances of groups with protected characteristics.

5. Who is the policy, service or function intended to help/ benefit?

The plan is an expression of the organisation’s strategic direction, and will help Council staff and elected Members understand how our priorities translate into tangible for the Council as a whole and individual departments. The plan will also help the general public understand what the Council is trying to achieve in Blackpool and how we intend to do it in a way which benefits as many people as possible.

6. Who are the main stakeholders/ customers/ communities of interest?

Council staff, elected members and the general public.

7. Does the policy, service or function have any existing aims in relation to Equality/ Diversity or community cohesion?

The existing council Plan for 2015-20 has the following equality aims:

- Reduce economic inequality
- Reduce health inequalities

In addition the Council’s equality objectives aim to get more people to tell us they experience fair treatment by Council services; to make our workforce representative of our communities, with more people from diverse backgrounds involved in decision-making at every level; that equality and diversity is embedded in staff culture; and that we celebrate growing diversity and increase respect and understanding for all.

All of these will be carried forward into the new plan.

STEP 2 - CONSIDERING EXISTING INFORMATION AND WHAT THIS TELLS YOU

8. Please summarise the main data/ research and performance management information in the box below.

Data/ information

The Council Plan is a summary of the top priority actions from other Council strategies and plans. As part of the strategy development process, an equality analysis has been undertaken for each individual strategy / plan and has been considered as part of the approval process by the Executive.

<i>Research or comparative information</i>
Data on Blackpool’s demographics is maintained on the Joint Strategic Needs Assessment website, with analysis on groups with protected characteristics being limited by the availability of suitable data. This helps us understand the proportion of groups in some of the categories. In some cases, robust national level data does not exist – for example, on sexual orientation. In these cases, the Council has lobbied to ensure these are measured and reported at as small a geographic level as possible.
<i>Key findings of consultation and feedback</i>
Consultation indicated support for the Council’s objectives when initially undertaken. Further questions were asked in a resident’s survey regarding how the Council was perceived to be performing on the priorities.

9. What are the impacts or effects for Key Protected Characteristics?

<i>General</i>
Specific detail of the impact and intended benefits for all groups are included in the equality analyses undertaken as part of the subsidiary strategies which contribute to the delivery of the Council’s vision and priorities. All the priorities and equality objectives are designed to have a positive impact on people of all ages either directly or indirectly by improving the social and economic condition of the town.
<i>Age</i>
<p>Priority 1: The Economy – Younger people will particularly benefit from the delivery of actions around improved opportunities for developing specialised skills, work experience, apprenticeships and job creation from regeneration projects. Both younger and older people may also benefit from the improved transport links created through regeneration of the town centre.</p> <p>Priority 2: Communities – Younger people and those who are pregnant will benefit from the delivery of various actions aimed at improving the lives of children and young people, particularly through the delivery of the BetterStart and HeadStart programmes which focus on equipping young people, parents and communities to make good choices and be more resilient. A focus on school improvement and attainment, through the Opportunity Areas work, will also benefit young people in Blackpool. Young and older people will benefit from the improved delivery of social service provision, a more stable private renting sector, more resilient communities and greater support to improve the health of the population.</p>
<i>Disability</i>
Priority 1: The Economy - People with disabilities will benefit from this priority through the delivery of actions around job creation from regeneration schemes and targeted employment programmes and apprenticeships, with some schemes being tailored to meet their requirements. Also, improvements to the transport

<p>infrastructure of the town, including the new tramway on Talbot Road, will help to support a more accessible environment.</p> <p>Priority 2: Communities - People with disabilities will benefit from the delivery of actions around safeguarding children and vulnerable adults, improving quality of care services, improving transition through Children’s to Adult Services, and giving people more control over the care they receive. Young people with mental health issues will benefit from the Headstart initiative, which will impact on all 10-16 year olds in the town. Improvements to community safety through working more closely with the police and our other partners will benefit those with disability by providing a safer environment which should have a positive impact on the reduction of hate crimes.</p>
<p>Gender Reassignment</p> <p>Priority 1: The Economy – No direct positive or negative impact is anticipated on people undergoing gender reassignment</p> <p>Priority 2: Communities – Working with communities on cultivating resilience, building strong community links and working closer with the police, NHS and other partners should improve understanding and tolerance of attitudes towards all groups with protected characteristics, including those undergoing gender reassignment.</p>
<p>Marriage and Civil partnership</p> <p>Each of the priorities and equality objectives will have a positive impact on people who are married or in a civil partnership.</p>
<p>Pregnancy and Maternity</p> <p>Priority 1: The Economy – No direct positive or negative impact is anticipated on those who are pregnant. A stronger economy should act to further protect maternity rights by increasing opportunities and promoting competition amongst employers to provide attractive working environments.</p> <p>Priority 2: Communities – Women will benefit from the delivery of support services around resilience and early support for child development. Strengthened community cohesion will provide a safer and more supportive environment to be pregnant or raise a child.</p>
<p>Race</p> <p>Priority 1: The Economy – People from ethnic minority backgrounds will benefit from this priority through the delivery of actions around job creation, targeted employment programmes and apprenticeships. It is not anticipated that there will be specific initiatives targeting people on the basis of ethnicity.</p>

Priority 2: Communities – Working with communities on cultivating resilience, building strong community links and working closer with the police, NHS and other partners will improve the public’s understanding of people from different backgrounds, races and religions, potentially improving acceptance and tolerance therefore making communities safer. Building strong community links and working closer with the police, NHS and other partners will make communities safer and could contribute to reducing hate crime.

Religion and Belief

Priority 1: The Economy – No direct positive or negative impact is anticipated on those with different religious or other beliefs.

Priority 2: Communities – Working with communities on cultivating resilience, building strong community links and working closer with the police, NHS and other partners will improve the public’s understanding of people from different backgrounds, races and religions, potentially improving acceptance and tolerance therefore making communities safer. Building strong community links and working closer with the police, NHS and other partners will make communities safer and could contribute to reducing hate crime.

Sex

Each of the priorities and equality objectives will have a positive impact on all people, both men and women.

Sexual Orientation

Priority 1: The Economy – No direct positive or negative impact is anticipated on those who are LGBTQI

Priority 2: Communities – Working with communities on cultivating resilience, building strong community links and working closer with the police, NHS and other partners will improve the public’s understanding of the LGBTQI community, improving acceptance and tolerance therefore making communities safer, potentially reducing the instances of hate crime.

10. What do you know about how the proposals could affect community cohesion?

The proposals set out in the new Council Plan, such as regulating private sector housing and place based delivery of community services, should stabilise communities and housing conditions, which are known to be a factor in promoting cohesive communities

11. What do you know about how the proposals could impact on levels of socio –economic inequality, in particular Poverty?

The proposals set out in the new Council Plan should assist those on a low income. The actions to delivery community services at a more local level, the regulation of the private rented sector and targeted employment and apprenticeship programmes are aimed at improving the chances of those in poverty and on low incomes. The ongoing work to improve educational attainment should also positively impact those young people from low income families.

STEP 3 - ANALYSISING THE IMPACT

12. Is there any evidence of higher or lower take-up by any group or community, and if so, how is this explained?

The Council Plan is a summary of the top priority actions from other Council strategies and plans. As part of the strategy development process an equality analysis has been undertaken for each individual strategy / plan which will have identified any evidence of higher or lower take-up of services by particular groups or communities and actions to be taken as result of this evidence. The Equality Analyses for each strategy / plan has been considered as part of the approval process by the Executive.

13. Do any rules or requirements prevent any groups or communities from using or accessing the service?

N/A (see point 12 above)

14. Does the way a service is delivered/ or the policy create any additional barriers for any groups of disabled people?

N/A (see point 12 above)

15. Are any of these limitations or differences “substantial” and likely to amount to unlawful discrimination?

Yes No N/A

If yes, please explain (referring to relevant legislation) in the box below

16. If No, do they amount to a differential impact, which should be addressed?

Yes No N/A

If yes, please give details below.

STEP 4 - DEALING WITH ADVERSE OR UNLAWFUL IMPACT

17. What can be done to improve the policy, service, function or any proposals in order to reduce or remove any adverse impact or effects identified?

No specific further activity has been identified, however the Council will continue to work towards the achievement of its equality objectives and ambitions and if any adverse impacts or effects are identified during the life of the Council Plan, actions will be identified to address these.

18. What would be needed to be able to do this? Are the resources likely to be available?

N/A

19. What other support or changes would be necessary to carry out these actions?

N/A

STEP 5 - CONSULTING THOSE AFFECTED FOR THEIR VIEWS

20. What feedback or responses have you received to the findings and possible courses of action? Please give details below.

No specific feedback has been received on these issues at this stage.

21. If you have not been able to carry out any consultation, please indicate below how you intend to test out your findings and recommended actions.

N/A

STEP 6 - ACTION PLANNING

Actions will be written into the equality analyses of other plans and strategies. Individual projects developed without a specific strategic lead will be subject to a comparable equality analysis process in the project inception stage.

STEP 7 - ARRANGEMENTS FOR MONITORING AND REVIEW

As above

Date completed:

Signed:

Name:

Position: