



SOUTH KESTEVEN DISTRICT COUNCIL

Equality Impact (Initial Analysis)

Corporate Plan 2020-23 – Key Performance Indicators and Targets – Rural and Communities Overview and Scrutiny

Service Area: All	Lead officer: Ken Lyon	Date of Meeting 29/10/20
	Assessors: Ken Lyon Paul Clarke	
	Neutral Assessor: Carol Drury	

1. Name and description of policy/service/function/strategy

<p>This sets out the framework for managing performance across a range of policies/actions within the Corporate Plan and in scope of Rural and Communities Overview and Scrutiny Committee.</p>

Is this a new or existing policy? **New**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Potential positive (see comments)	<p>Across all areas, the Corporate Plan gives an evidence-based approach to defining actions and grouping these into priority areas.</p> <p>The Key Performance Indicators and Targets provide an overview of the trajectory of the implementation of the action, which across the actions outlined within the report are likely to have a potentially positive impact on equality groups.</p> <p>For example actions and Key Performance indicators include:</p> <ul style="list-style-type: none"> - Provision of affordable housing
Disability	Potential positive (see comments)	
Race	Potential positive (see comments)	
Gender Reassignment	Potential positive (see comments)	
Religion or Belief	Potential positive (see comments)	
Sex	Potential positive (see comments)	

Sexual Orientation	Potential positive (see comments)	<ul style="list-style-type: none"> - Reducing inequalities in deprivation - Safeguarding vulnerable residents - Working with the voluntary sector to meet the range of needs of residents across the District. <p>Alongside this the delivery of SKDCs equality objectives is within the scope of this report – which will ensure that these are frequently monitored by the overview and scrutiny committee.</p>
Pregnancy and Maternity	Potential positive (see comments)	
Marriage and Civil Partnership	Potential positive (see comments)	
Carers	Potential positive (see comments)	
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past) *(IMD = Indices of multiple deprivation)	Potential positive (see comments)	
General comments	This is an overarching document providing a performance framework for delivery. Projects, policy and functions that emerge as outcomes of the Corporate Plan will be assessed on an individual basis to ensure equitability across all our services.	

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

A review of all available data was undertaken to define the Strengths, Weaknesses, Opportunities and Threats facing the district. This included data on diversity, employment, IMD (down to the super output area level), crime and education statistics. This then formed the evidence base to develop priorities from.

Consultation was undertaken through the CMT group over the period April to June 2020 and shared with Members for a series of workshops in July 2020.

Following support for the Corporate Plan 2020-23 by Cabinet and adoption by Council during September and October 2020 a range of key performance indicators and targets have been developed by Members and Officers that if achieved will contribute towards the vision and priorities of the Corporate Plan to be achieved.

Consultation with overview and scrutiny committees about these indicators and targets is to ensure that the measures and targets proposed are the most appropriate ones.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

An annual refresh will be undertaken, where any new data can be added. Various other strategies and reviews will be developed using this as the basis (such as a Governance Review), so further specific targets and measures can be developed from this.

These will also be reviewed in the performance sessions of the quarterly scrutiny meetings, giving the opportunity to highlight and track any new measures found to be missing.

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		

d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

*Ken Lyon
Assistant Chief Executive*

Date completed: 29/10/2020

Signed (Neutral Assessor):
(Name and title)
Officer

*Carol Drury
Community Engagement and Policy Development*

Date signed off: 29/10/20