



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Corporate Plan 2024-27
2. Summary of aims and objectives of the policy/funding activity/event	The Corporate Plan is the Council's headline strategy. It establishes the Council's vision, purpose and strategic priorities for the next four years. Through the Golden Thread, all other strategies, policies and projects will be in service ultimately to delivering the contents of the Corporate Plan. The Plan is a response to main challenges facing the district, ensuring that the Council, either directly or in partnership with others, uses its resources to define and deliver the priorities and services needed by the communities of South Kesteven to enhance the wellbeing of our residents, deliver good governance enable the district to flourish.
3. Who is affected by the policy/funding activity/event?	The Corporate Plan is a plan for the whole district, rather than a specific group. All residents will be affected.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	The Vision, Mission Statement, Priorities and Ambitions of the Corporate Plan were developed in close collaboration with the Corporate Management Team (CMT) and Cabinet. A Cabinet/CMT away day in September 2023 produced the first draft of the emerging key elements of the Plan. Three all Member workshops took place in October 2023. A SWOT analysis was shared for the Members to input on to the developing Vision, Mission Statement, Priorities and Ambitions of the Plan. The elements were refined in accordance with Member feedback. The resulting draft Vision, Mission Statement, Priorities and Ambitions were the subject of a weeklong Member consultation from 10/11/2023 – 17/11/2023. The Priorities were supported by 84% of respondents (averaged across the five priorities) and the Ambitions by 90.67%. A subsequent four-week public consultation on the draft Vision, Mission Statement, Priorities and Ambitions was undertaken 22/11/2023 – 19/12/2023. There was a total of 587 responses. The Priorities were supported by 80.86% of respondents (averaged across the five priorities) and the Ambitions by 86.41%. Support for the Priorities and Ambitions in the abstract was complicated by mixed public



	commentary. Respondents were concerned about the practical viability of the proposals, the capacity of the Council to deliver and perceived favouritism of certain geographies over others.. The consultation was clear that the Plan will require concrete action plans for delivery, and robust, transparent and accountable performance management to ensure public confidence. These elements are in place. The Corporate Plan proposals were presented to Youth Council on 14/11/2023. The Youth councillors were invited to participate in the public consultation. The response from the Youth representatives was supportive of the Corporate Plan. The proposed Vision, Mission Statement, Priorities and Ambitions were presented to and discussed by People Panel on 11/12/2023 to obtain the views of SKDC Staff. All proposals were universally supported by the Panel.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	There are two suites of performance indicators to support the Corporate Plan. The Key Performance Indicators (KPIs) will track the delivery of the Corporate Plan Actions and the overall performance of the Council. Each KPI is SMART (Specific, Measurable, Attainable, Relevant & Timely) and agreed via the scrutiny committees to which quarterly reports will be presented. The selected metrics will be wholly within the Council's control and will offer accountability and stimulate continuous improvement. The suite will be reviewed annually. The Strategic Socio-Economic Indicators (SSEIs) will track the progress towards the fulfilment of the Council's Vision, 2034 Outcomes, and the overall performance of the district. Each SSEI is benchmarkable against other local authorities and will be reported in the annual State of the District (SOTD). The SSEIs provide the evidence base of the Corporate Plan, underpinning the district SWOT analysis which has informed the Council's Priorities and Ambitions. The Council has only very limited influence over the SSEIs. Reporting will evidence whether the district is on the right trajectory and provide insight into the Council's operating environment, enable



the identification of challenges and shape the service response.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	Potential Positive Impacts	The Corporate Plan is a strategic level document that sets the overall direction for the Council, it does not of itself provide specific services or projects but exists for the benefit of all residents within South Kesteven. As such it does not create any barriers to any of the groups listed and accordingly a single response is provided. The Mission Statement is clear that the purpose of the Council is to deliver 'effective, efficient and equitable public services' for the benefit of all communities. The Plan is grounded in three Foundations: Financial Sustainability, Performance Management and Values & Equalities. The latter being the ethos that will inform delivery. The Council's five priorities and the underpinning ambitions, all seek to promote equality and opportunity for all residents. Key Priorities are: - Connecting Communities - To enhance the strength, wellbeing, security and capacity of all our communities for a thriving and cohesive society that all our residents are proud to belong to. - Sustainable South Kesteven - To meet the challenge of climate change and ensure a clean, green and healthy natural and built environment for present and future generations. - Enabling Economic Opportunity - To enable and support a dynamic, resilient, and growing local economy, which benefits all our communities. - Housing - To ensure that all residents can access housing that is safe, good quality, sustainable and suitable for their needs.	N/A
Disability			
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Other Factors requiring consideration			
Socio-Economic Impacts			
Carers (those who provide unpaid care to a family member, friend or partner)			



		• Effective Council - To deliver trusted, high quality and value-for-money services that fulfil the needs and expectations of all our residents. Working to deliver these priorities will improve the lives of all residents. As a Plan for the whole district, this document has been pitched at the level of all residents to ensure strategic focus. It is recognized that there is great diversity and multiplicity in the District. Differing communities have different needs and there is no 'one size fits all' policy programme. The needs of different groups will be considered and met in the programme of policies, strategies, action plans and projects that sit below the Corporate Plan. Each of these documents is subject to the EIA process and will, therefore, be put through individual assessment where applicable. The Corporate Plan is fully grounded in evidence. The priorities were developed from a thorough review of all available evidence. Sources include the State of the District 2023: a comprehensive description of the society and economic performance of the district of South Kesteven, and the Strategic Socio-Economic Indicators (SSEIs) suite. The SSEIs include demographics, affluence & deprivation, health & wellbeing, crime, economic outcomes, housing, the environment and finance. Each indicator is benchmarked against local authorities in England. These indicators informed the District SWOT which shaped the development of the Priorities and Ambitions.	
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Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.

Zero potential negative impacts have been identified as outlined in the above section.

Group/Organisation	Date	Response
N/A	N/A	N/A
N/A	N/A	N/A



Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	The Corporate Plan is a strategic level document that sets the overall direction for the Council, it does not of itself provide specific services or projects. Projects, policy and functions that emerge to deliver the Priorities and Ambitions of the Corporate Plan will be assessed on an individual basis.	
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	X	The Corporate Plan is a strategic level document that sets the overall direction for the Council, it does not of itself provide specific services or projects. Projects, policy and functions that emerge to deliver the Priorities and Ambitions of the Corporate Plan will be assessed on an individual basis.
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice		



knowing that it may favour some people less than others, providing justification for this decision		
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Did you consult with an Equality Ally prior to carrying out this assessment? Yes

Sign off

Name and job title of person completing this EIA	Charles James, Corporate Policy Officer
Officer Responsible for implementing the policy/function etc	The Corporate Plan is a strategic level document that sets the overall direction for the Council. Through the Golden Thread, all officers are responsible for working towards the Vision, Priorities and 2034 Outcomes of the Plan.
Date Completed	20/12/2023
Line Manager	Debbie Roberts, Head of Service (Corporate Projects, Performance and Climate Change)
Date Agreed <i>(by line manager)</i>	21/12/23
Date of Review <i>(if required)</i>	2027

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.