

H&F Equality Impact Analysis Tool



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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Q3 / 2023/24
Name and details of policy, strategy, function, project, activity, or programme	<p>H&F Corporate Plan 2023 – 2026: A Stronger, Safer, Kinder Borough for Everyone</p> <p><u>Short summary:</u> The Council’s new Corporate Plan sets out the ambitions of H&F and what we want to achieve for our residents and workforce during 2023-2026, built on a foundation of the six core organisational values. The Corporate Plan will act as a functional document, providing the strategic thread that will shape decision-making, the services we provide and when. It will also inform departmental, service and staff objectives, and future policies and strategies. The Corporate Plan is cross-cutting in nature and identifies a set of ambitions for the benefit of residents, our staff, stakeholders and partners, whilst also providing assurance against delivery of the Council’s statutory responsibilities.</p>
Lead Officer	<p>Name: Matthew Sales Position: Assistant Director, Assurance, Programmes and Analytics Email: Matthew.Sales@lbhf.gov.uk</p>
Date of completion of final EIA	20 / 10 / 2023

Section 02	Scoping of Full EIA		
Plan for completion	<p><u>Timing:</u> 2023 – 2026</p> <p><u>Resources:</u> There are no immediate issues relating to resources or specific financial implications to highlight. Funding for the actions set out in the Corporate Plan will be subject to the Council’s normal decision-making and budget-setting processes as set out in the Constitution and relevant legislation.</p>		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Protected characteristic	Analysis	Impact:
		As we navigate the challenging economic climate and a new landscape for local government, the Corporate Plan recognises that certain groups of people are more likely to be adversely impacted during the current period of national economic instability. The Corporate Plan seeks to tackle many of these issues directly, in supporting particular groups such as children, Disabled people, and older residents.	Positive

		The Plan commits to continue to deliver on all aspects of the Public Sector Equality Duty, as set out in the Equality Act 2010, and to further our Equalities Plan through the Equity, Diversity and Inclusion Board. The plan also provides a strategic link to key strategies designed to tackle inequalities that exist around race and gender, for example. In line with our six values, the Plan actively seeks to build a better borough for everyone, with fairness, inclusion and equality at the heart of everything that we do.	
	Age	<p>The Corporate Plan outlines how H&F will build a better future for children and young people through the continued provision of high-performing schools, family hub centres and children’s centres. It affirms the Council making Care Experience a protected characteristic and over the longer term, aims to improve the lives of young people with an expanded Special Educational Needs and Disabilities (SEND) offer, an increase in the number of foster carers, and significantly improved employment opportunities to those approaching adulthood.</p> <p>H&F continues to be the only council in England to provide free home care for older and disabled residents. This ethos is underpinned by a strong record of co-produced strategies, such as the Dementia Action Alliance in co-producing our Dementia Strategy, and in developing housing plans that meet the needs of our older residents. The plan actively recognises the need for tailored support for different age groups.</p>	Positive
	Care Experienced	<p>The Corporate Plan highlights care leavers as a priority group – delineating it as a protected characteristic underpinned by an ambition to provide training, housing, employment, and other opportunities to care experienced young people.</p> <p>The Plan underscores H&F’s resolve to strengthen a whole Council approach to support, protect and safeguard young people from harm, and improve outcomes through excellent education and employment opportunities.</p> <p>H&F’s care leavers hub will provide a full range of services for care experienced young people.</p>	Positive

	Disability	<p>The Corporate Plan underlines good work being done in collaboration with public health and NHS partners, the third sector, young people and families, to coproduce services with Disabled residents. Early Intervention and SEND strategies are specifically highlighted as avenues in which H&F improves the lives of young disabled people.</p> <p>The Plan supports the aspiration for Disabled people to live independently, including through the work of the Independent Living Delivery Group, which is made up of Disabled residents, Councillors and officers. H&F has also adopted the Social Model of Disability, developed by Disabled people. The Plan makes a clear commitment to co-production, which it explains starts with Disabled residents.</p> <p>The new civic campus will represent a new chapter for the organisation, and this world-class facility will be very accessible for Disabled People.</p>	Positive
	Gender reassignment	<p>The Corporate Plan does not make any specific mention of this protected group. What is clear however is that the Plan makes a significant commitment to tackling inequalities across health, housing and employment, among other, settings.</p> <p>The Corporate Plan highlights the importance of our Equalities Plan 2021-25, which specifies that everyone (including people of reassigned gender) should feel free to be themselves and be free from attack or abuse.</p> <p>Concurrently, it is an ambition of the Corporate Plan that H&F reflects the borough's diversity, and that the borough itself is a place in which staff can feel safe to be themselves and that staff networks will foster greater levels of inclusion.</p>	Neutral
	Marriage and Civil Partnership	<p>The Corporate Plan does not make specific mention of those who are married or in civil partnerships. However, no adverse impacts are expected from the Plan on these groups.</p>	Neutral
	Pregnancy and maternity	<p>The Corporate Plan does not make any specific mention of those who are pregnant, nor does it speak directly to the matter of maternity.</p> <p>However, families will be supported through a range of offers including family hub centres and children's centres, alongside an assurance from H&F to revise</p>	Positive

		our Corporate Parent Pledge by 2024 - to strengthen our whole Council approach as Corporate Parents. Whilst not directly referenced, the Council has a range of family friendly policies and procedures in place for staff that meet our statutory obligations in this area.	
	Race	The Corporate Plan highlights the commitment to tackle race inequality directly and across the workforce through Equity, Diversity and Inclusion awareness resources, and staff training. H&F will continue to tackle race inequality with continued commitment to initiatives such as our Race at Work Charter, and the Social Care Workforce Race Equality Standard.	Positive
	Religion/belief (including non-belief)	The Corporate Plan does not make any specific mention of this group. However, the Plan highlights the importance of our Equalities Plan, which specifies that everyone should feel free to be themselves and be free from attack or abuse - regardless of their religion or belief. The Plan actively commits to making the borough a more inclusive place, and this is inclusive of people with any religion or beliefs.	Positive
	Sex	The Corporate Plan specifies that H&F will deliver actions to reduce pay gaps based on gender, as well as disability and ethnicity. The Plan also details commitments to improve women's safety through the Violence Against Women and Girls Strategy (VAWG), with a continued pledge to support survivors and hold abusers to account.	Positive
	Sexual Orientation	The Corporate Plan mentions that 5.3% of the borough identify as LGBTQ+. The Corporate Plan highlights the importance of our Equalities Plan, which specifies that everyone should feel free to be themselves and be free from attack or abuse - regardless of sexual orientation.	Positive
Human Rights or Children's Rights Will it affect Human Rights, as defined by the Human Rights Act 1998? No Will it affect Children's Rights, as defined by the UNCRC (1992)? No			

Section 03	<p>Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.</p>
Documents and data reviewed	<p>Key resources that the Corporate Plan has drawn on include (list not exhaustive):</p> <ul style="list-style-type: none"> • Equalities Plan, 2021-25. • Other major Council policies and strategies that contain Council commitments and objectives in tackling areas relevant to equalities, inclusion and diversity. • Department and service plans. • Service operational performance data. • Census 2021, Office for National Statistics. • H&F Labour Manifesto 2022.
Section 04	<p>Consultation</p>
Consultation	<p>A staff consultation was completed, which consisted of:</p> <ul style="list-style-type: none"> - All staff briefing on the Corporate Plan, complemented by interactive exercises, which elicited 500+ responses. - A survey over three weeks which received 61 detailed responses. <p>Additionally, the development of the plan actively took account of a wide range of engagement exercises completed with senior officers, department management teams and the Strategic Leadership Team, and a range of amendments were made.</p>
Analysis of consultation outcomes	<ul style="list-style-type: none"> - Staff feedback was that the priorities of the Corporate Plan were correct, with a number of respondents praising the plan for being challenging and comprehensive in its scope. - Key themes identified from the staff survey included the importance of engaging and supporting our staff, that our response to climate change is of paramount importance, and that staff recognise that delivering H&F's six values is essential to the coproduction and delivery of services they are passionate about. This is particularly important when recognising that some of our residents – such as children, young people, elderly residents, and Disabled people – may require our support more than others. - Responses also drew out the optimism and pride that exists within the workforce and that officers are enthusiastic about a future in which H&F will deliver a new civic campus, tackle climate change, and continue to champion our diversity and inclusiveness both as a borough and as a workforce.

Section 05	Analysis of impact and outcomes
Analysis	The Corporate Plan, in and of itself, does not make any formal decisions relating to policy areas. However, it signals a positive direction of travel with respect to improving equality and inclusion in the borough. The Plan represents a strategic approach and a golden thread by which the authority will deliver its aims in the period 2023-26. It includes strategies and approaches that have already been agreed or are underway and signals the council's intention to explore other areas of work related to improving equality.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	It is not anticipated that there will be any adverse impacts from the Corporate Plan, but departmental leads will closely monitor the implementation and progress of the plan, recognising that H&F's departments may operate very differently, and that service-level agility is therefore required.

Section 07	Action Plan												
Action Plan	N/A.												
	<table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and department</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan						
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Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Matthew Sales Position: Assistant Director, Programmes, Assurance and Analytics Email: matthew.sales@lbhf.gov.uk Considered at relevant DMT: Corporate Plan presented to Finance DMT.
Key Decision Report (if relevant)	Date of report to Cabinet: 04/12/2023 Key equalities issues have been included: Yes.

