

## **Nottinghamshire County Council Annual Delivery Plan 2023/24 – Equality Impact Assessment (EIA)**

### **Description of what the Equality Impact Assessment is for. (Do not use acronyms or jargon so that the title is easily understood by the general public.)**

The Equality Impact Assessment is for the Nottinghamshire County Council Annual Delivery Plan 2023/24.

Background: The Nottinghamshire Plan 2021-2031 established an ambitious, strategic vision for the future of Nottinghamshire and the local authority, built on the premise of achieving a ‘healthy, prosperous and greener future for everyone’.

This bold 10-year vision is supported by nine ambitions and commitments to 2025. These act as frameworks for all County Council activity and range from helping our people to live healthier, more independent lives, to improving transport and digital connections. A tenth ambition - ‘A forward-looking and resilient Council’ - describes the Council’s ambitions and commitments, in terms of internal corporate improvement.

The Annual Delivery Plan (for which this assessment is being undertaken) is a high-level document setting out the Council’s approach to further our progression towards the aims and ambitions of The Nottinghamshire Plan.

### **Which document, report, Option for Change, Committee report etc. are the details set out in? (Please make sure the relevant report references this EIA.)**

The Annual Delivery Plan 2023 -24 will be presented to Cabinet on 20 April 2023. The information in this report is intended to ensure that Members can pay due regard to the equality implications of the proposed Annual Delivery Plan for 2023/24.

In developing the Annual Delivery Plan, the Council should be mindful of the potential impact on service users and staff. The Equality Act 2010 imposes an obligation on Members to have due regard to protecting and promoting the welfare and interests of persons who share a relevant protected characteristic (age; disability; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation). At its meeting on 19<sup>th</sup> January 2023, Full Council resolved that the Council would treat care leaver status as if it were a protected characteristic under the Equality Act.

### **What are the aims of your proposed activity / policy? (Please keep to approximately 100 words)**

The Annual Delivery Plan 2023/24 outlines the actions we will take, with people, communities and partners, over the coming year. These are described at a high level. The plan is set against global challenges (escalating costs of living, climate emergency, continued recovery from COVID-19). Despite these challenges, the Council remains committed to building economic, community, family and individual resilience to achieve better outcomes and improve the lives of local people across the county.

At the end of the year the Council will produce an Annual Report which will assess our progress, to ensure it continues to work towards the 10-year vision for a healthy, prosperous, and greener Nottinghamshire for everyone.

**Please give reasons why a detailed impact assessment is not required.**

The Annual Delivery Plan is a high-level document setting out the Council's approach to further our progression towards the aims and ambitions of The Nottinghamshire Plan. The implementation of specific actions will be subject to appropriate decision-making processes, in line with the Council's constitution. Therefore, the specific equality impacts of implementation will be considered as part of this process, with specific and detailed Equality Impact Assessments completed to inform these decisions.

In addition, consideration of equality is an ongoing process and needs to consider evidence from consultation and engagement activity and other data sources, where appropriate and available. Individual teams responsible for delivering actions should build in review points to monitor the impact.

Implementation of the Plan does support the Council's delivery of the public sector equality duty. Actions outlined aim to achieve improved outcomes for all residents, with a focus on tackling inequality and prioritising support and interventions to create greater equity of outcomes for people with protected characteristics, disadvantaged people and communities and those who may need more support to participate in public life and whose views are seldom heard.

In delivering this Plan, the Council is committed to develop and embed approaches that:

- Continue to put service users and staff at the heart of service re-design, using codesign, consultation and engagement methods to produce services that are responsive and focus on supporting people that need them most. This means bringing together the right people early in the process to understand the issues and then deciding what can be done collectively to improve outcomes.
- Invest in preventative activity to build resilience, maximise independence and help people to live safely at home and in their communities, help enable better outcomes earlier and avoid having to resource high-cost intensive activity that leads to greater pressures on our budget.
- Undertake ongoing evaluation of the impacts of changes to services so we can build further evidence, and update our EIAs, on who is affected by them, to refine and strengthen the mitigations that are in place and to document and respond to unforeseen negative impacts.

- Provide tailored information to service users that are impacted negatively by efficiency proposals so they can draw on their own resources or seek further support either from the council or partner organisations.
- Increase opportunities for residents to access council services in new and easier formats, such as using digital technologies. Additional support will be provided for residents who may need help to adapt to the new formats.
- Continue to engage with the voluntary sector to help support potential gaps in services that might be created because of efficiencies. These charities and voluntary organisations have proven themselves effective in identifying where issues can arise in current service provisions as well as in their ability to deliver early intervention work.
- Work with district and borough councils to ensure their Council Tax Support Schemes can assist economically vulnerable households to offset any significant financial difficulties that might arise because of Council Tax increases.
- Undertake work across the Council, involving members and partners as appropriate, to better understand the impact of cost-of-living increases on residents, staff and service provision and identify specific activities to mitigate these impacts.
- Work collaboratively across the council and with our partners to deliver coordinated and integrated transformation, develop and test new ways of working, service delivery and systems to make a positive difference for our communities and residents.

If delivery of actions may impact the Council's workforce we will:

- Ensure any changes to staffing levels or staff structures are undertaken in accordance with the council's human resources policies and procedures and take account of the impact these changes have on the workforce profile, including identifying potential career opportunities for staff where possible.
- Ensure that staff are fully supported with training and adjustments as appropriate to allow them to access the new ways of working which the transformation proposals give rise to and for staff to be equipped to support residents to do the same.