

Equality Impact Assessment (EqIA)

This EqIA is for:

Council Plan Resident Engagement

Details are set out:

Results will feed into the next iteration of our Council Plan, due to be published November 2021.

Officers undertaking the assessment:

Katrina Crookdake – Policy & Research Manager Ross Scott – Policy & Research Officer

Assessment approved by:

Helen Lester – Strategic Insight Unit Group Manager	Date: 13/08/2021
---	---------------------

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The Council plan is due to be considered by Full Council in the autumn of 2021 and will contain the Council's priorities and ambitions both in the short and long-term, with a particular focus on recovering from the Covid-19 pandemic. In order to ensure that community needs and concerns are reflected, a public engagement exercise will be undertaken to capture views of residents from across the county.

As such, to best assess resident priorities and aspirations, engagement will take the form of an open access survey (online and paper copies in venues), as well as a representative sample via an external engagement company DJS, focus groups and targeted engagement through service departments. The engagement will ask high level questions to gauge how communities have been affected by the pandemic, alongside their priorities for the future.

To ensure residents can access the survey in a format accessible to them, particularly with regard to age, race and disability, some alternative versions shall be made available. This includes paper copies in libraries for those who don't have internet access, an option to call the customer service centre to go through the survey on the phone, a video relay service with the Customer Service Centre for British Sign Language users, an easy read version, as well as alternative formats/languages being made available on request. A specific version for young people is also being created.

The aim of this engagement is to;

- understand the impact of the pandemic and associated societal restrictions on our communities

- understand what residents and stakeholders consider to be the challenges and opportunities as we recover from the pandemic
- understand what residents long term aspirations are for themselves, their communities and the county.

DJS Research, a market research company who is available to NCC via a procurement framework agreement, will be commissioned to undertake representative sampling/ market research via telephone and in person (on the streets). The third party will be responsible for sourcing participants.

Data collected will be used to inform the priorities in the new Council Plan. The questions asked during the engagement will capture a broad range of views and opinions as to how the Council should move forward in the best interests of Nottinghamshire communities. This will include the use of location and equalities data to map views and priorities across the county.

- Impact of the proposals – subject to the results of the questionnaires and the decisions made based on these (to be confirmed). Survey returns will help to identify priorities the Council should focus on within the next iteration of its Council Plan.
- Scale of impact – as above
- Impact of the engagement itself – intended to be a transparent process that encompasses all Nottinghamshire residents/ gives all the opportunity to partake should they wish, thus not excluding and/or primarily focusing on a given group.

In addition, work is being undertaken to ensure no group is disproportionality impacted in a negative sense, in terms of being unable to access the survey through its primarily online form. Alternative versions provided are intended to enable the survey to reach the broad range of all Nottinghamshire’s communities.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Marriage or civil partnership	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
--	--	---------------------

There should not be a negative impact on any of those groups above. In the instance residents have issues completing or accessing the survey, detail is provided in section 1 of the alternative versions available to accommodate.	N/A	N/A
---	-----	-----

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

N/A

Completed EqIAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website before a decision is made.