

Cotswold District Council Equality Analysis

1. Person responsible for this assessment:

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	Period over which analysis carried out: January - February 2016

2. Name of the policy, service, strategy, procedure or function:

Corporate Strategy 2016 - 2019
New/Existing policy etc (please delete as appropriate): New (replaces previous Corporate Strategy and Plan)

3. Briefly describe its aims and objectives

Following the District Council elections in May 2015, and with the previous Corporate Strategy ending in 2014/15, the Council has considered a new Corporate Strategy for the period 2016 – 2019.

The Corporate Strategy sets out the Council's overall Aim and Priorities to 2019 and the rationale for each Priority. It also includes a series of objectives and key tasks to achieve each Priority. This document will form the basis for service planning in that period and links closely with the Medium Term Financial Strategy. The performance of the Council will be monitored against the Strategy and quarterly reports made to Cabinet and Overview and Scrutiny Committee.

4. Who is intended to benefit from it and in what way?

The whole community, as the Strategy sets out the Council's Priorities and approach to working with and for the benefit of the communities of the Cotswolds. (To provide context, the Aim and Priorities are as follows:

Aim: To be recognised as the most efficient council in the country;

Priorities:

- To provide high quality services at the lowest possible cost to Council Taxpayers
- To protect the local environment whilst supporting economic growth
- To champion issues which are important to local people

This is a high level strategic document and more detailed proposals will be developed as a result of it. The detailed proposals will be more specific about how the community (or parts of it) will benefit and as they are developed they will be the subject of their own individual Equality Impact Assessments where needed.

5. What outcomes are expected?

As stated above, the Strategy will form the basis of more detailed plans (eg service plans and other strategies/plans) to deliver the Priorities and performance against the Priorities will be monitored on a quarterly basis.

6. Please describe how you have engaged with others, including staff, on this policy, service, strategy, procedure or function? In particular please describe your engagement with Protected Groups.

Details of engagement:

The draft Corporate Strategy was consulted upon between November 2015 and January 2016. Parish and Town Councils were consulted at meetings in November 2015, and consultation with the public and businesses took place through an online questionnaire in December 2015/January 2016. The responses from the engagement will be taken into account in the determination of the finalised Corporate Strategy.

7. Please outline the evidence you have used for this analysis

e.g. Results of recent consultations, surveys or other engagement

Demographic data and other statistics

Feedback from engagement with protected groups

The Council has used a range of data about the District from sources such as the 2011 Census, the County Council, Index of Multiple Deprivation 2015 and other Office for National Statistics data. The data deals with demographics and wide range of other issues and has informed the Council's thinking about the key issues facing people in local communities. The Council has also had regard to the economic position generally, the Government's plans for public spending and local government in particular, and its current and estimated financial position. This analysis is set out in the Corporate Strategy.

An overall majority of the respondents to the consultation supported the proposed aim and priorities of the Corporate Strategy.

8. What effect could your policy, service, strategy, procedure or function have on different groups?

	Negative	Neutral	Positive	Please explain the effect	If there is an adverse effect, what mitigating actions are in place or could be taken ? What additional actions can be taken to advance equality of opportunity and foster good relations?
Age			X	The Council believes that, because of the efficiency measures set out in the Strategy, it will be able to cope with the changes in Government funding whilst protecting front line services that matter to residents. No adverse effect is therefore expected for any group as a result of this strategy. Additionally, in respect of Age, the measures relating to delivering affordable homes are most likely to help younger people. The Council also aims to use locally based budgets to support youth activities.	
Disability		X		The Council believes that, because of the efficiency measures set out in the Strategy, it will be able to cope with the changes in Government funding whilst protecting front line services that matter to residents. No adverse effect is therefore expected for any group as a result of this strategy	
Gender Re-assignment		X		As above	

Marriage and Civil Partnership <i>(Note: analysis only required for elimination of discrimination)</i>		X		As above	
Pregnancy and Maternity		X		As above	
Race including Gypsy & Traveller		X		As above	
Religion or Belief		X		As above	
Sex		X		As above	
Sexual Orientation		X		As above	
Other groups/issues <i>(eg Long term unemployed, Rural Isolation)</i>			X	Rural Isolation - The Council is aware of the issues of rural isolation and the fact that some parts of the District are in the 10% most 'deprived' nationally in terms of access to housing and services. It is therefore planning to work with others to improve broadband and mobile phone coverage, as well as lobbying to improve the ambulance service, road links and	

				road safety. Unemployment – Included within the Corporate Strategy is a key task relating to developing an Economic Action Plan which will aim amongst other things to increase employment in the District.	
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9. Where actions have been identified, please complete the table below.

Future Action	Timescale	Who will deliver?	Resource implications	Comments
N/A				

Declaration

We are satisfied that an Equality Analysis has been properly carried out on this policy, service, strategy, procedure or function. We understand that the Analysis is required by the Council and we take responsibility for the completion and quality of this analysis.

Completed by: Mike Clark

Date: 8th February 2016

Role: Corporate Planning Manager