

## Council Plan 2025 – 2030 Equality Impact Assessment

### Section 1 - Data Checklist

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	<ul style="list-style-type: none"> <li>- Plan reviewed by Economy &amp; Housing and Health &amp; Environment Policy Committee before Scrutiny Committee</li> <li>- Engagement with Winchester BID</li> <li>- The draft Council Plan to be recommended by Cabinet in December for adoption at Council on 15 January 2025</li> </ul>
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	No, our Residents' Survey and Young Person Surveys, undertaken in the spring of 2024, identified that 90% of respondents agreed with the five key priorities set out in the current Council Plan, taken from a representative sample by age, gender and rural/urban classification. We are therefore not anticipating any EDI concerns.
4	Do you have any concerns regarding the implementation of this policy or project?  <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	See Residents' Survey results above
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	The council as a whole has previous experience in creating and publishing corporate plans, including Council Plans. This Council Plan has been assessed via this dedicated EqIA, and the individual initiatives in the plan are subject to their

		Yes/No	Please provide details
			own EqlAs. This ensures that this refresh is truly reflective of our resident's priorities and the results of our consultation exercises.
7	Are there any other issues that you think will be relevant?	No	In addition to considering the protected characteristics under the Equality Act 2010, we also consider potential issues impacting other disadvantaged groups in line with WCC's Equality, Diversity and Inclusion (EDI) Statement of Policy and the EDI Action Plan. Particularly in the case of the Council Plan, this involves considering the different experience of rural and urban residents and businesses.

## Section 2 - Your EqIA form

<b>Directorate:</b> Corporate	<b>Your Service Area:</b> Strategic support	<b>Team:</b> Policy	<b>Officer responsible for this assessment:</b> Anna Bodman Simon Howson	<b>Date of assessment:</b> 15.11.2024
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	Council Plan 2025 - 2030
2	Is this a new or existing policy?	This is a new plan. The existing council plan ran from January 2020 to March 2025.
3	Briefly describe the aim and purpose of this work.	The Council Plan is a high-level document covering the period 2025 to 2030. It sets out what the council wants to achieve and informs other strategies and plans including the Local Plan and individual service plans.
4	What are the associated objectives of this work?	To set an evidence-based set of outcomes for the council to achieve over the next 5 years.
5	Who is intended to benefit from this work and in what way?	Residents will directly benefit from the activities that the council will undertake over the course of the Plan. Officers and senior management across the council will benefit from the direction that a renewed set of priorities provides and will support service and resource planning.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> <li>To create and adopt a new public-facing Council Plan that demonstrates to residents that they are being listened to, and that the council is responding to their stated needs and expressed preferences in the context of a changing and challenging national situation.</li> <li>To create a set of Key Performance Indicators (KPIs) which reflect the renewed priorities and can help assess the progress made.</li> </ul>
7	What factors/forces could contribute or detract from the outcomes?	The Council Plan is a high-level strategy that sets the direction of every department, meaning it is not possible to foresee every potential disruption to its implementation. The council manages risk in accordance with its Risk Management Policy and this is reviewed and updated annually. Corporate risks

		<p>are those that if realised could prevent the council achieving its Council Plan priorities and these are reviewed quarterly.</p> <p>A few notable examples that could impact the delivery of the outcomes include:</p> <ul style="list-style-type: none"> <li>• Changes to the national economy</li> <li>• Policy changes from Government</li> </ul>
8	Who are the key individuals and organisations responsible for the implementation of this work?	<p>Every council service is responsible for contributing to the delivery of the Council Plan priorities as part of their day-to-day service delivery. This includes managers (Corporate Heads of Service, Service Leads, team managers and leaders) and our wider teams.</p> <p>Cabinet takes responsibility for overseeing the delivery and progress towards the council plan outcomes.</p>
9	Who implements the policy or project and who or what is responsible for it?	<p>Winchester City Council via:</p> <ul style="list-style-type: none"> <li>• Cabinet Members</li> <li>• ELB / senior leadership</li> <li>• All team members</li> </ul>

		Please select your answer in <b>bold</b> . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of <b>race</b> differently in a negative way?		<b>N</b>	The refreshed Council Plan will not impact communities on the basis of race differently in a negative way. It will likely have a net positive effect due to the new priority placed on “listening and learning” which includes a focus on actively listening to and representing groups such as ethnic minorities across the district.
10b	What existing evidence (either presumed or otherwise) do you have for this?	<p>All consultations contain questions on protected characteristics which will include race. This will allow the council to monitor satisfaction with council services by race and identify any issues.</p> <p>This EIA will be updated with mitigating actions if any such issues are identified.</p>		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of		<b>N</b>	The Council Plan refresh will not impact individuals on the basis of their sex in a negative way. An individual’s sex has no impact on

	<u>sex</u> differently in a negative way?			their ability to receive, comment on and differentially benefit from the Council Plan priorities.
11b	What existing evidence (either presumed or otherwise) do you have for this?	The Residents' Survey evenly engaged with both sexes – respondents were 48% male and 52% female – meaning that the results upon which this Council Plan is based are the views of both sexes in line with the proportion of each gender as measured via the 2021 Census.		
12a	Could the policy or project have the potential to affect individuals or communities on the basis of <u>disability</u> differently in a negative way?		N	The council plan will not impact individuals on the basis of disability in a negative way. The council plan document will be accessible to all.
12b	What existing evidence (either presumed or otherwise) do you have for this?	An easy read version of the council plan will also be created. This will help those with learning difficulties, as well as people with memory problems, visual impairments and those that speak English as an additional language. The council plan itself will specify how to access alternative formats such as large print.		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of <u>sexual orientation</u> differently in a negative way?		N	The Council Plan refresh will not impact communities on the basis of sexual orientation in a negative way.
13b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
14a	Could the policy or project have the potential to affect individuals on the basis of <u>age</u> differently in a negative way?		N	The council undertook a Youth Survey seeking the views and opinions of young people aged between 18 and 24 and these have been used to support the priorities and outcomes in the new Council Plan.
14b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of <u>religious belief</u> differently in a negative way?		N	The Council Plan will not impact communities on the basis of their religion or belief differently in a negative way. It will likely have a net positive effect due to the new emphasis placed on “listening and learning” which includes the

				refreshing of the Council's EDI objectives.
<b>15b</b>	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
<b>16a</b>	Could this policy or project have the potential to affect individuals on the basis of <b><u>gender reassignment</u></b> differently in a negative way?		<b>N</b>	The Council Plan refresh will not impact communities on the basis of gender reassignment in a negative way. It will likely have a net positive effect due to the new emphasis placed on "listening and learning"
<b>16b</b>	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
<b>17a</b>	Could this policy or project have the potential to affect individuals on the basis of <b><u>marriage and civil partnership</u></b> differently in a negative way?		<b>N</b>	The Council Plan refresh will not impact individuals on the basis of marriage and civil partnership in a negative way. An individual's relationship status has no impact on their ability to receive, comment on and differentially benefit from the council plan priorities.
<b>17b</b>	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
<b>18a</b>	Could this policy or project have the potential to affect individuals on the basis of <b><u>pregnancy and maternity</u></b> differently in a negative way?		<b>N</b>	The Council Plan refresh will not impact individuals on the basis of pregnancy and maternity in a negative way.
<b>18b</b>	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

<b>19</b>	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?		<b>N</b>	Both the Council Plan and the Resident's Survey upon which it is based have been carefully designed to mitigate negative impacts and ensure the refreshed priorities are reflective of and accessible to all residents in our district. We plan to continually assess and gather feedback on its corporate direction, and this EIA will be
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				updated if any unforeseen impacts are identified.
<b>20</b>	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.		<b>N</b>	<b>Race:</b> No negative impact identified
				<b>Sex:</b> No negative impact identified
				<b>Disability:</b> No negative impact identified
				<b>Sexual orientation:</b> No negative impact identified
				<b>Age:</b> No negative impact identified
				<b>Gender reassignment:</b> No negative impact identified
				<b>Pregnancy and maternity:</b> No negative impact identified
				<b>Marriage and civil partnership:</b> No negative impact identified
				<b>Religious belief:</b> No negative impact identified
<b>21</b>	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?			<ul style="list-style-type: none"> <li>• Publish an easy read version of the council plan on our website.</li> <li>• Make it clear where people can request alternative formats of the council plan such as large print, plain text and translation services.</li> <li>• Publicise the new council plan in multiple ways e.g. social media, website, and have hard copies available upon request.</li> </ul>
<b>22</b>	Do any negative impacts that you have identified above impact on your service plan?		<b>N</b>	The proposed Council Plan can go ahead

Signed by completing officer	Anna Bodman
Signed by Service Lead or Corporate Head of Service	Simon Howson