

## Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

<b>Title: Maldon District Corporate Plan 2021-2023</b>	<b>Date 17/02/2021</b>	<b>Officer Preparing J Fulcher</b>
<b>1. Background</b>		
<p><b>1.1 Description of proposal / policy / service</b> (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p> <p>The Maldon District Corporate Plan 2021-2023 establishes a framework of 19 corporate outcomes and 8 Core Values to focus and deliver services to residents and businesses in the Maldon District.</p>		
<p><b>1.2 Who are the users of the proposal / policy / service</b> (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)</p> <p>The Corporate Plan 2021-2023 will be used by the 32 Members and c. 200 employees to inform decision-making and prioritise service delivery to residents, businesses and visitors to the District.</p>		
<p><b>1.3 Have users been consulted with?</b> (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)</p> <p>The Corporate Plan 2021-2023 has been informed by engagement with employees, Members and partner organisations. Employees have strongly requested that a strong vision and clearer objectives are needed from the Council in order to be able to deliver the services needed the most by customers. Members have supported having a concise and focused Corporate Plan to try to balance the limited resources of the council and match these to an appropriate range of service provision. Partner organisations have, in updating their own corporate strategies, helped the council to distil whether its own approach can be aligned better to those organisations delivering education, adult social care, public health and economic investment in the District.</p> <p>In addition, further insight has been available from the annual residents and business survey.</p>		

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**1.4 If the analysis is regarding an existing Service, what are users' views of that Service?** (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).

N/A

## **2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.**

<b>Aim</b>	<b>How does the proposal / policy / service meet the equality aim?</b>	<b>Action or addition needed in order that the proposal / policy / service meets the aim?</b>
<b>2.1 To eliminate unlawful discrimination, harassment and victimisation</b>	The Corporate Plan provides a framework to deliver a range of services at a District level, embedding new core values that cover acting ethically and with respect to others.	None required
<b>2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not</b>	The Corporate Plan provides a framework to deliver a range of services at a District level across Place, Prosperity and Community strategic themes, which will support equality and equity for all regardless of diversity.	None required
<b>2.3 To foster good relations between those who share a protected characteristic and those who do not</b>	The Corporate Plan provides a framework to deliver a range of services at a District level across Place, Prosperity and Community strategic themes, which will support equality and equity for all regardless of diversity.	None required

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<b>3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.</b>					
<b>Impacts</b>	<b>Positive impact (X)</b>	<b>Could adversely impact (X)</b>	<b>No impact (X)</b>	<b>How different groups could be affected: Summary of impacts</b>	<b>Actions to reduce negative or increase positive impact</b>
<b>3.1 Age</b> (What will the impact be on different age groups such as younger or older people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to residents across all age groups.	Specifically, to address catering better for the needs of children and young people in the District, a new outcome has been added in the Corporate Plan 2021-2023 to stress that the council will work with communities, schools and partners to improve their health and wellbeing, giving them the best start in life.
<b>3.2 Disability</b> (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to customers of all abilities, including specific Community Outcomes to improve physical and mental health and well-being of residents and ensuring the safety and wellbeing of vulnerable children, adults and families.	

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to customers of all abilities, including specific Community Outcomes to improve physical and mental health and well-being of residents and ensuring the safety and wellbeing of vulnerable children, adults and families.	None required
3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan covers services delivered to all genders and sexes.	None required
3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to all customers, including specific Community Outcomes to improve physical and mental health and well-being of residents.	None required
3.6 Religion or belief (Includes not having a religion or belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to all customers regardless if religion or belief. It also embeds new core values that cover respect others.	None required

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to all customers regardless of religion or belief. It also embeds new core values that cover respect others.	None required
3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to all customers regardless of religion or belief. It also embeds new core values that cover respect others.	None required
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Corporate Plan provides a framework to deliver a range of services at a District level to all customers regardless of socio-economic groupings. It supports services to enable new jobs, support existing businesses (and therefore employees) and build on the strengths of our communities to support themselves and each other.	None required


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<p><b>4. Is there a Cumulative Impact?</b> (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)</p> <p>The Corporate Plan is the top-level strategy for setting council priorities and delivering services to achieve specific outcomes, either alone, or in partnership with other people. It will replace the Corporate Plan 2019-2023; tackling a time of greater uncertainty and changing service demands as a result of the Covid-19 pandemic and Brexit.</p> <p>It will work alongside the organisational plans of Essex County Council, healthcare providers including the NHS, education providers and emergency services to address social, economic and environmental challenges facing the District's residents and businesses. By refocussing the Council's efforts, the Plan should have an overall positive impact.</p>
<p><b>5. Outcome</b></p>
<p><b>5.1 Consider all the analysis and evidence above and indicate</b></p> <p>(1) No change needed <input checked="" type="checkbox"/> (2) Adjust <input type="checkbox"/> (3) Adverse impact but continue <input type="checkbox"/> (4) Stop, remove the proposal / policy / service <input type="checkbox"/></p>
<p><b>5.2 Adjustments</b></p> <p>If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (ie Committee, CMT).</p> <p>None</p>
<p><b>5.3 Decision Making</b> (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)</p> <p>The EqIA will accompany the report to Council seeking the Corporate Plan 2021-2023's approval.</p>
<p><b>6.0 Next Steps</b></p>
<p><b>6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future?</b></p> <p>N/A</p>
<p><b>6.2 Summary of actions highlighted within this analysis</b> (Include how this will be picked up within service/work plans)</p>

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<b>None</b>
<b>6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service</b> There will be ongoing monitoring of the Corporate Plan 2021-2023 through the Performance, Audit and Risk Committee.
<b>6.4 Approved by (Manager or Head of Service signature and date)</b>  17.02.2021
Once approved please forward this analysis to Cally Darby to arrange publication.