

Name of proposal/policy	Equality Objectives 2019-21	Budget number (if applicable)	n/a
Service area responsible	Corporate & Community Services	Cabinet meeting date	17 th December 2019
Name of completing officer	Emma Gadsby	Date EqIA created	18 th November 2019
Approved by Director / Assistant Director	Kerry Purnell	Date of approval	28 th November 2019
Signed off by NCC Equalities Lead	Emma Gadsby	Date of sign off	28 th November 2019

For sign off by the NCC Equalities Lead, email egadsby@northamptonshire.gov.uk or equalities@northamptonshire.gov.uk

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. To have your EqIA published, please contact equalities@northamptonshire.gov.uk

PART A – REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Description of current provision/policy and main beneficiaries/stakeholders

The current set of equality objectives were agreed and adopted at Cabinet in September 2015. Guidance on setting equality objectives recommends that objectives should focus on the biggest equality challenges facing the authority and take into account evidence of equality issues across all the functions of the authority. As such, the last set of equality objectives reflected the Council position at the time:

- Narrowing the gap
- Understanding emerging needs
- Listening to customers and responding to feedback
- Ensuring that our Next Generation Council is accessible and inclusive

2) Description of proposal under consideration/development

The Council has a duty under the Equality Act 2010 to publish its Equality Objectives at least every four years.

The Council's current Equality Objectives were agreed by Cabinet in 2015. Although the Minister for Local Government has written to Northamptonshire councils confirming his decisions for the legislation required for the creation of two new unitary authorities in Northamptonshire and the abolition of the County Council and the seven district and borough councils on 1 April 2021, it is important that the Council continues to meet its statutory duties while still in existence.

Given the process in place to abolish the County Council and seven district and borough councils and replace them with two unitary authorities on 1 April 2021, it is recommended that the Council's new Equality Objectives, which will be in place until the Council ceases to exist on 1 April 2021, are based on existing objectives and commitments to promote equality and reduce inequalities in some of the Council's key plans and documents.

These objectives have been developed in the context of the work the Council has committed to undertake, on its own and in partnership, to deliver a significant transformation programme. These objectives bring together the existing commitments that seek to address inequalities and promote fairness and equity.

The equality objectives and this EqIA have been drafted prior to the Health, Care & Wellbeing Plan being shared publicly and signed up to by the Council and so there is a limitation to the data and information available.

3) Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published) – quantitative or qualitative	What does this data tell us?
Director of Public Health Annual Report 2018/19	<p>This report contains a wealth of information about health and wellbeing in Northamptonshire, and in particular, health inequalities in the county. Information is also split by the proposed two unitary authorities. The full report contains the detail, but the headlines are:</p> <ul style="list-style-type: none"> • The average life expectancy for men in North Northamptonshire is 77 years in Corby and 80 years in East Northamptonshire and Kettering • The average life expectancy for men in West Northamptonshire is 79 years in Northampton and 81 years in Daventry and South Northamptonshire • The average life expectancy for women in North Northamptonshire is 81 years in Corby and 83 years in East Northamptonshire, Kettering and Wellingborough • The average life expectancy for women in West Northamptonshire is 83 years in Daventry and Northampton and 85 years in South Northamptonshire • There is an absolute difference in life expectancy of 7 years for boys and 6 years for girls between the most and least deprived areas in North Northamptonshire and an absolute difference in life expectancy of 7 years for boys and 5 years for girls between the most and least deprived areas in West Northamptonshire • Special educational needs, childhood obesity, self-harm hospital admissions, anxiety, unemployment, spend on tobacco, premature deaths from cardiovascular disease and emergency admissions for falls in people aged 65+ are all higher in the more deprived areas of the county
The Council Plan 2019-21	<p>Sets out the direction of travel for Northamptonshire County Council, the priorities for 2019-21 and the context in which it operates</p>
Northamptonshire Adult Social Services Strategy 2019-22	<p>Sets out the Council’s vision for Adult Social Care</p>

4) Please give details about planned consultation or engagement with communities and other stakeholders that are likely to be affected by the policy/decision/service change. Contact the Consultation, Equalities & Accessibility Team (ceat@northamptonshire.gov.uk) for advice or complete the online form with details of your consultation/engagement activity.

If you are not carrying out any consultation or engagement activity, please provide reasons why you think this is not necessary.

These objectives have not been consulted upon as they form part of already agreed plans or business as usual to make the Council as effective as possible in meeting its statutory duties.

5) If consultation or engagement has been carried out in the past, please provide details. If so, what were their views and how have their views influenced the work to date?

n/a

Protected characteristics as set out in the Equality Act 2010

6) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Sex	Impact and explanation	Positive Explanation: Actions relating to the Director of Public Health Annual Report seek to address particular issues around maternal health and wellbeing. The Council will also work to contribute towards delivering the Northamptonshire Domestic Abuse and Sexual Violence Strategy, where victims are more likely to be female (although not exclusively)
	Mitigations/action	
Gender Reassignment	Impact	neutral Explanation: although no specific actions or objectives that particularly focus on gender reassignment have been identified, the Council's EqIA process ensures that gender reassignment is considered when looking at the impact of decisions, policies and services changes.
	Mitigations/actions	
Age	Impact	Positive Explanation: The objectives seek to prioritise the needs of the vulnerable children and adults, particularly through the work of Adult Social Services and Children's Social Care.
	Mitigations/actions	

Disability	Impact	Positive Explanation: The objectives seek to prioritise the needs of the vulnerable children and adults, particularly through the work of Adult Social Services and Children’s Social Care. The Director of Public Health Annual Report also identifies health inequalities that particularly affect people with disabilities.
	Mitigations/actions	
Race & Ethnicity	Impact	Positive Explanation: The Director of Public Health Annual Report in particular identifies health inequalities that particularly affect people from black and minority ethnic communities.
	Mitigations/actions	
Sexual Orientation	Impact	neutral Explanation: although no specific actions or objectives that particularly focus on sexual orientation have been identified, the Council’s EqIA process ensures that sexual orientation is considered when looking at the impact of decisions, policies and services changes.
	Mitigations/actions	
Religion or Belief (or No Belief)	Impact	neutral Explanation: although no specific actions or objectives that particularly focus on religion or belief have been identified, the Council’s EqIA process ensures that religion or belief is considered when looking at the impact of decisions, policies and services changes.
	Mitigations/actions	
Pregnancy & Maternity	Impact	Positive Explanation: Actions relating to the Director of Public Health Annual Report seek to address particular issues around maternal health and wellbeing.
	Mitigations/actions	

Cross-cutting considerations

7) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Human Rights – relevant articles and local authority context: <i>Article 2 – Right to life</i>	Impact	Positive Explanation: The objectives should have a positive impact on human rights
	Mitigations/actions	

<p>Article 3 – Freedom from torture and inhuman or degrading treatment</p> <p>Article 4 – Prohibition of slavery and forced labour</p> <p>Article 5 – Right to liberty and security</p> <p>Article 6 – Right to a fair trial</p> <p>Article 8 – Right to private and family life</p> <p>Article 9 – Freedom of thought, belief and religion</p> <p>Article 10 – Freedom of expression</p> <p>Article 11 – Freedom of assembly and association</p> <p>Article 14 – Protection from discrimination</p> <p>Article 1 of the First Protocol: Protection of property</p> <p>Article 2 of the First Protocol: Right to education</p>		
<p>Rural isolation</p>	<p>Impact</p>	<p>Positive Explanation: although rurality is not a protected characteristic under the Equality Act, the Council’s EqIA process ensures that rural isolation is considered when looking at the impact of decisions, policies and services changes.</p>
	<p>Mitigations/actions</p>	
<p>Socio-economic exclusion</p>	<p>Impact</p>	<p>Positive Explanation: although socio-economic exclusion is not a protected characteristic under the Equality Act, the Council’s EqIA process ensures that socio-economic exclusion is considered when looking at the impact of decisions, policies and services changes. In addition, deprivation is a key determinant of health inequalities and so is given a particular focus in relation to health inequalities.</p>
	<p>Mitigations/actions</p>	
<p>Health and wellbeing considerations, for example:</p>	<p>Impact</p>	<p>Positive Explanation: Improving health inequalities is a key part of delivering the Council’s equality objectives.</p>

<ul style="list-style-type: none"> • <i>Health behaviours (healthy eating, physical activity, smoking, alcohol)</i> • <i>Family, friends and community (social isolation, community safety, mental health, family support)</i> • <i>Environment (housing standards, fuel poverty, air pollution, green spaces)</i> • <i>Work and education (employment, working conditions, income)</i> • <i>Transport (active travel, public transport, road injury risk, traffic management)</i> • <i>Quality and access to care</i> 	<p>Mitigations/actions</p> <p>Note: Depending on the scale of the impact identified, there may be a recommendation for a full Health Impact Assessment to be completed</p>	
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PART B – if you are undertaking any further work before the decision on this policy or service change is made, please complete Part B and then make a final assessment based on this additional information

REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Consultation, follow up data and information gathered from actions identified above	
<p><i>Describe any consultation or engagement that you have carried out since you completed Part A and number of responses/event attendees/contacts</i></p>	<p>What does this information tell us?</p> <p><i>What did people tell you? Did they support the proposal? Did they make any alternative suggestions? Did support differ depending on who was responding?</i></p>
<p><i>Describe any further work you have undertaken since completing Part A – have you had further discussions with providers? Has the budget changed?</i></p>	<p><i>What does this tell you?</i></p>

<p><i>Are alternative proposals being considered? Have you been able to fill in any gaps in information that you had identified?</i></p>	
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Protected characteristics as set out in the Equality Act 2010 – see Part A for explanations and guidance

2) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.

Sex <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Gender Reassignment <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Age <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Disability <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Race & Ethnicity <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Sexual Orientation <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Religion or Belief (or No Belief) <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Pregnancy & Maternity <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Cross-cutting considerations – see Part A for explanations and guidance

3) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.

Human Rights (Please see articles in the toolkit for more information) <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Rural isolation <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Socio-economic exclusion <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Health and wellbeing considerations <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions Note: Depending on the scale of the impact identified, there may be a recommendation for a full Health Impact Assessment to be completed	

4) Final impact analysis (taking the findings from Part B into account) – including review date if required

Based on all the information contained in this assessment, and based on what you are proposing to do/recommend, what do you assess the impact to be – in particular, highlight where there may be negative impacts, and what can be done to mitigate them. These need to be made clear so that decision-makers are fully informed before making their decision. This equality impact assessment will be the Council's evidence of meeting its duties under the Equality Act and would be referred to in the event of a legal challenge.