



Equality Impact Assessment

for

Part 1: Sustainable Community Strategy

and

Part 2: Local Area Agreement 2008 – 2011

Version 1: May 2008

Introduction

This document contains the Equality Impact Assessment for two related documents – Part 1 covers the Sustainable Community Strategy 2008-2014 (SCS) and Part 2 covers the Local Area Agreement 2008-11 (LAA).

Equalities Impact Assessments

Bracknell Forest Borough Council utilises the completion of Equalities Impact Assessments as a way of estimating and assessing the likely equality implications of new or existing policies, functions or operation of them, to anticipate and identify the equality consequences of such a function, policy or service. It therefore is an aid to the Council to take steps to change the policy of the ways in which it is implemented so that any possible negative consequences are either removed or minimised. The Council has in place an agreed framework for undertaking Equality Impact Assessments (EIAs) and it is this guidance and documentation that has been followed for the Sustainable Community Strategy 2008-2014 and the Local Area Agreement 2008-11.

Equality and Diversity in LAAs

The Government Equalities Office has also published an aide memoire for Locality Managers to assist in their assessment of Equality and Diversity issues in LAAs. This guidance has also been considered and the results/evidence included in Part 2 of this document.

Equality and Diversity in Bracknell Forest

The Council has in place an overarching strategy called 'All of Us' which sets out, for the next three years, exactly what the Council, its partners and local people need to do to ensure that Community Cohesion is strengthened and promoted, to ensure equality for all in Bracknell Forest. The specific equalities and diversity work throughout the Council is demonstrated through this strategy. There is a range of equality legislation which has differing, specific requirements for the Council and has resulted in the production of several different schemes or policies. However all of these documents are drawn together in a family group under the umbrella of 'All of Us'.

All of Us is supported and monitored by the Corporate Community Cohesion & Engagement Working Group, which is attended by officers from the various departments across the Council and is also attended by officers from each of the key partners, including the voluntary sector. This ensures an integrated partnership approach to community cohesion, equalities and diversity issues across the borough.

The Equality Standard for local government was launched in 2001. Ninety per cent of all local authorities, including Bracknell Forest have now adopted it. It enables us to mainstream age, disability, gender, race, religion or belief and sexual orientation into council policy and practice.

The Council is currently at Level 2 of the Equality Standard which means that we are undertaking assessments of all of our services, functions and policies to judge whether or not they impact on different groups of people in different ways. In order to achieve the highest Level 5 of the Equalities Standard, when we will be both achieving and reviewing equalities outcomes, we have developed an action plan that will ensure our equalities work is fully comprehensive. The first milestone on the Equality Standard Action Plan is to progress to Level 3 by March 2009.

Part 1: Sustainable Community Strategy 2008-2014

This document 'Living Together, Working Together' sets out a long-term vision for the Borough. The vision covers all aspects of life for people in the Borough, examining where we have come from, where we are now and where we want to be in 2030. The SCS is crucial to setting the scene for planning and delivering services to the public, ensuring that they meet the varied needs of Bracknell Forest. We have tried to balance social, environmental and economic objectives whilst promoting equal opportunities for current and future generations.

The Strategy will be used as a framework to help co-ordinate the actions of the public, private, voluntary and community organisations that operate locally. By working together to meet community needs, local organisations can help people to enjoy an optimum quality of life.

One of the key action plans is the Bracknell Forest Local Area Agreement (LAA), which sets out the main priorities that the Bracknell Forest Partnership (BFP) is working to deliver. (See Part 2)

The priorities listed in the SCS have arisen through extensive research into the needs of the people in Bracknell Forest.

The Equalities Impact Assessment for the SCS is as follows:

Equality Impact Assessment Record

Date of EIA April 2008

Directorate Chief Executive's Office

		Step
Function or policy to be assessed	Sustainable Community Strategy	2
Is it a policy or function	<input type="checkbox"/> Policy	
Is it a new or existing policy or function?	<input type="checkbox"/> New	
Aim / objective / purpose of the policy or function	The purpose of the policy/function is to set out a long-term vision for the Borough. The Vision covers all aspects of life for people in the Borough, examining where we have come from, where we are now and where we want to be in 2030.	
Who is responsible for the policy or function?	The person/section/team responsible for this policy/function is: Bracknell Forest Partnership.	
With regard to the equalities themes, which groups might be impacted by the policy or function?	X Race X Disability X Gender X Age X Religion or Belief X Sexual Orientation <input type="checkbox"/> Religion or Belief	3
Which groups might be affected adversely ?	<input type="checkbox"/> Race <input type="checkbox"/> Disability None <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion or Belief As the SCS is a complex, wide-ranging document, containing priorities over a the whole range of public and voluntary functions provided by the Council and its partners, each priority has been reviewed individually and the results of these are annexed to this EIA.	
On what grounds can adverse or differential impact be justified?	The SCS makes specific reference to individual groups of people in the community and therefore has the potential to have a differential impact. However the nature of the document is that any differential impact would be of a positive nature and would not be made to discriminate or exclude any member of the community. It is on these grounds that any differentiation can be justified.	
What evidence has been found to indicate that the policy or function might need to be amended? (Include any consultation undertaken)	No evidence has been found to indicate that the policy or function might need to be amended.	4
What consultation will be necessary to	N/A	5

support or confirm your conclusions?		
Will the conclusions drawn reduce or remove adverse or differential impact?	N/A	6
What changes are proposed to the policy or function to reduce or remove adverse or differential impact?	No changes are proposed to the document to reduce or remove adverse or differential impacts.	7
Has the information in this EIA been made publicly available and where?	Yes It has been made available on the Bracknell Forest public website, www.bracknell-forest.gov.uk	8
In to which plan or strategy has the necessary action been incorporated?	Not applicable.	8
What monitoring arrangements have been put in place?	To ensure that equality objectives are met, we shall be monitoring the delivery of the Sustainable Community Plan priorities via an action framework which has been developed to show how the vision will be delivered through the various Plans and Strategies that the Council and its partners are responsible for. This will be monitored annually. This includes the Local Area Agreement (LAA) which will be monitored on a quarterly basis. The various statements concerning equalities issues in the SCS have also been mapped to the four key goals of the Council's Community Cohesion Strategy and therefore the actions supporting these goals will be monitored and reported annually.	9

Section 1: A Thriving Population
<p>Priority a: Opportunities for Everyone</p> <p>There is no adverse or differential impact, in fact it is the opposite to actively promote opportunities for all.</p>
<p>Priority b: Nurturing the Next Generation</p> <p>There is a potential differential impact, but no evidence to show that this will be an adverse impact.</p>
<p>Priority c: Supporting the Older Generation</p> <p>There is a potential differential impact, but no evidence to show that this will be an adverse impact.</p>
<p>Priority d: People who require Additional Support</p> <p>There is a potential differential impact, but no evidence to show that this will be an adverse impact.</p>
Section 2: A Desirable Place
<p>Priority a: Sustainable Development</p> <p>There will be no differential impact.</p>
<p>Priority b: Protecting the Environment</p> <p>There will be no differential impact.</p>
<p>Priority c: Travelling around the Borough</p> <p>There will be no differential impact.</p>
Section 3: Cohesive Communities
<p>Priority a: Engaged and Empowered Communities</p> <p>There is a potential differential impact, but evidence to shows that this will be a positive impact, not adverse.</p>
<p>Priority b: Enjoying Life</p> <p>There is a potential differential impact, but no evidence to show that this will be an adverse impact.</p>
<p>Priority c: Being & feeling safer</p> <p>There will be no differential impact.</p>
<p>Priority d: Sustaining a Vibrant Economy</p> <p>There is a potential differential impact, but no evidence to show that this will be an adverse impact.</p>

Part 2: Local Area Agreement

The role of the Local Area Agreement (LAA) is to act as one of the delivery contracts for realising the vision set out in the SCS. During 2007/08 Bracknell Forest Partnership developed a new style LAA in line with the new Government guidance. The LAA contains 16 statutory education/early years targets and 38 additional targets, all chosen from the new National Indicator set. These indicators have been chosen as they support the key priorities for Bracknell Forest, and targets have been negotiated and published, for these indicators for the next three years (where appropriate).

An Equalities Impact Assessment, using the Council's EIA guidance has been undertaken (see page 11 of this document). In addition the guidance given to Locality Managers on equality and diversity in LAAs has also been reviewed and the evidence presented as follows:

1. To what extent is there evidence of the Third Sector, community representatives, equalities groups/ networks and individuals from diverse sections of the community sitting on LAA steering groups and participating in workshops and events.

Bracknell Forest Voluntary Action represents the voluntary sector in Bracknell Forest. It administers, represents and responds to a network of varied charities, religious/faith groups, and community groups. As well as being formally consulted, BFVA is represented on the Bracknell Forest Partnership and also attends many of the Theme Partnerships. They also sit on the Corporate Community Cohesion and Engagement Working Group at the Council. In this way the third sector has participated in the development and the approval of the LAA at all levels.

As part of the stakeholder consultation on the draft LAA outcomes and suggested indicators (run in January and February 2008) a number of voluntary and community groups were involved, both directly and through the theme partnerships. Responses from the voluntary and community sector were received from:

- Access Advisory Panel
- Be Heard (members are all adults with a learning disability – on behalf of Learning Disability Partnership)
- Berkshire Association of Clubs for Young People (BACYP)
- Bracknell Friends of the Earth (BFOE)
- Crowthorne Parish Council
- InnerSense (Bracknell based charity providing multi-sensory creative arts workshops for people with severe learning and mobility difficulties)
- Warfield Parish Council
- Wokingham Vineyard Christian Church

2. To what extent is there evidence of continuous involvement of the Third Sector and other groups and not just at the start of the LAA negotiations?

As stated above the BFVA sits on the Bracknell Forest Partnership and therefore will be involved in the ongoing monitoring and refresh of the LAA.

3. Have processes been established by which the Third Sector will be involved in the ongoing monitoring and decision-making for the LAA?

See 2 above.

4. Does the LAA utilise evidence which reflects the needs, experiences, concerns and priorities of men, women, people of all ages, disabled people, people from ethnic minorities, different religions and faiths and gay, lesbian and bi-sexual people?

&

5. Is there a good understanding of the local context and any social issues gathered by good community involvement and good data collection?

&

6. Developed plans for dealing with gaps flagged up by a partnership consideration of evidence collected or intends to develop such plans?

&

7. Taken proportionate account of evidence/data in LAA decision-making showing the links from evidence through priorities and indicators to targets?

The overall process for developing the LAA within Bracknell Forest began with a desk-based preparation of an evidence base to inform the SCS themes and as a back drop to the proposed 35 indicators chosen in Bracknell. This involved gathering evidence and mapping the following:

- Local priorities identified within published plans and strategies
- A set of quality of life type statistics
- Findings from recent public consultations
- A framework of bottom quartile performance indicators

This evidence base was made available on the web and partners and officers across the Council and Borough were able to add or amend the information gathered. In this way the needs and requirements of all groups in the community were gathered and assessed. Any gaps in the evidence were highlighted and further information sought where relevant.

Following this evidence base stakeholders were invited to a quarterly meeting of the Bracknell Forest Partnership, where delegates were asked to provide opinions of the main strengths, weaknesses, opportunities and threats, drivers for change and policy challenges for the borough. The results of this workshop were added to the evidence base.

A full day conference was held in November 2007 with more than 70 delegates from across organisations and sectors within Bracknell Forest. This event was used to evaluate different scenarios for the future and to identify the key elements of the vision and the key priority LAA themes for Bracknell Forest.

Alongside this GOSE prepared its own suggestions for Bracknell Forest's LAA outcomes and these were included in the analysis.

The draft outcomes for the LAA were tested against inclusion criteria to develop a long list of targets to be considered. The long list was then circulated to the BFP and to all the Theme Partnerships, individual partner organisations, Council departments for comments, additions/omissions from the final 35 and some idea of prioritisation of the suggested outcomes.

The results of this were amalgamated and a short list devised – this short list was negotiated with GOSE and the subsequent formal negotiation of targets was commenced.

8. Is the General Duty under the Race Relations (Amendment) Act 2000, which requires public bodies to eliminate racial discrimination; to promote equality opportunities; and to promote good relations between different racial groups, reflected in LAA outcomes, indicators and targets?

Yes, see the Sustainable Community Strategy theme 3a – Engaged and empowered communities. Appropriate targets have been included in the LAA under this theme.

9. Do LAA outcomes, indicators and targets similarly reflect responsibilities under the Sex Discrimination Act and the Disability Discrimination Act?

Yes, see 8 above.

10. Has the LAA draft prioritised any of the targets from the National Indicator set (as Annex A of the Government Equalities Office guidance)

Yes, see the detailed table of information against each of the individual indicators (see below).

11. Considered whether emerging priorities may unintentionally disadvantage an equality group or taken steps to prevent, ameliorate, or counter this, where necessary?

Yes, see the detailed table of information against each of the individual indicators (see below).

12. Are there indications of mainstreaming diversity within the wider LAA framework?

Yes. The themes and priorities of the SCS have been mapped against the four objectives of 'All of Us', the Council's overarching strategy for achieving Community Cohesion. The results of this mapping are shown in Annex A.

13. Has the LSP provided evidence of links between the LAA and equalities action plans developed by the public bodies within the Partnership?

No – this is an action that the Council is planning to undertake on behalf of the BFP, as a result of undertaking this equality impact assessment. See action plan below. The results of the gathering of evidence and mapping of the all partners' equalities and diversity policies will be incorporated into the refresh of the LAA where appropriate.

14. Has there been any consideration as to whether the LAA provides a basis for developing a shared equality strategy amongst LSP partners?

It is considered that the LAA is not the best vehicle for this work. Key partners attend the regular meetings of the Community Cohesion & Engagement working group. The Council has just prepared 'All of Us', its next Community Cohesion Strategy for the next three years. It is anticipated that over the next three years the Council and its partners will work towards producing a shared equality strategy across all partners.

15. Has the LAA made use of the LSP toolkit or other tool to review and evidence consideration of equalities issues?

Bracknell Forest has used its own Equalities Impact Assessment guidance to review and evidence consideration of equalities issues.

16. Are there plans in place for an equalities evaluation of this new LAA so that lessons can be learnt? Or are steps being made to evaluate and learn develop evidence and data sources, including disaggregated data sources, for the future? Started forward planning performance management and delivery arrangements?

Undertaking the equalities impact assessment has led to the suggestion of further actions to be taken – see results of impact assessment below. Planning for performance management and delivery arrangements has already begun.

Equality Impact Assessment Record

Date of EIA April 2008

Directorate Chief Executives Office

		Step
Function or policy to be assessed	Local Area Agreement 2008-11	2
Is it a policy or function	<input type="checkbox"/> Function	
Is it a new or existing policy or function?	<input type="checkbox"/> New	
Aim / objective / purpose of the policy or function	The purpose of the policy/function is to: to act as one of the delivery contracts for realising the vision set out in the SCS. It is the document where Bracknell Forest Partnership negotiates and agrees targets for 16 statutory education/early years indicators and 35 additional indicators taken from the National Indicator set.	
Who is responsible for the policy or function?	The person/section/team responsible for this policy/function is: Bracknell Forest Partnership, supported by all Theme partnerships.	
With regard to the equalities themes, which groups might be impacted by the policy or function?	X Race X Disability X GenderX Age X Religion or Belief X Sexual Orientation X Religion or Belief Due to the large number and complex nature of the indicators included in the LAA, these have been reviewed individually and the results shown on page 13	3
Which groups might be affected adversely ?	x Race x Disability x Gender x Age x Religion or Belief x Sexual Orientation x Religion or Belief	
On what grounds can adverse or differential impact be justified?	Whilst individual groups may be targeted to achieve the targets in specific indicators, this will not be detrimental to other groups. The Council's overall policy to achieve community cohesion and the priorities set out in the Sustainable Community Strategy will ensure that no-one is disadvantaged.	
What evidence has been found to indicate that the policy or function might need to be amended? (Include any consultation undertaken)	It is not anticipated that the LAA will need to be amended. However two main actions have been identified as a result of this Equalities Impact Assessment. 1. To undertake a mapping exercise of all key partners equalities & diversity documents, to prepare a summary of the main areas of focus. 2. To review all LAA indicators, as part of the refresh, where consideration could be given to assessing data for specific groups in the community.	4
What consultation will be necessary to support or confirm your conclusions?	We propose to consult on the results of these actions as part of wider the consultation on the LAA refresh later in 2008.	5

Will the conclusions drawn reduce or remove adverse or differential impact?	Yes, the outcomes will ensure that the Council and its partners will be well placed to tackle the needs of all members of the community.	6
What changes are proposed to the policy or function to reduce or remove adverse or differential impact?	The results of the actions identified above, will be built into the refresh of the LAA during the autumn 2008.	7
Has the information in this EIA been made publicly available and where?	Yes It has been made available on the Bracknell Forest public website, www.bracknell-forest.gov.uk	8
In to which plan or strategy has the necessary action been incorporated?	Action 1: Equalities Sub-group (part of the Corporate Community Cohesion & Engagement Working Group). Action 2: Service Plan 2008/2009 for Chief Executives Office (Partnerships & performance team)	8
What monitoring arrangements have been put in place?	To ensure that equality objectives are met, we shall be monitoring the delivery of the targets in the LAA each quarter.	9

Equalities Impact Assessment of individual indicators in the LAA 2008-11

NI 123, Stopping Smoking
There is the potential for a differential impact but not considered to be adverse. Work will focus on expectant mothers and young smokers from relatively deprived areas of the borough.
NI 008 Adult Participation in Sport
There is the potential for a differential impact but not considered to be adverse.
NI 163 Proportion of population aged 19-64 for males and 19-59 for females qualified to at least level 2 or higher
There is the potential for a differential impact but not considered to be adverse, There will be emphasis on specific groups such as ethnic minority people and lone parents, but this will not be detrimental to other groups.
NI 051 Effectiveness of children and adolescent mental health
There is the potential for a differential impact but not considered to be adverse.
NI 056 Obesity in primary school age children in Year 6
There is the potential for a differential impact but not considered to be adverse.
NI 112 Under 18 conception rate
There is the potential for a differential impact but not considered to be adverse.
NI 069 Children who have experienced bullying
This forms part of the Government's Equality PSA. There is no potential for differential or adverse affect.
NI 057 Children & young peoples participation in high quality sport
There is the potential for a differential impact but not considered to be adverse.
NI 068 Percentage of referrals to children's social care going on to initial assessment
There is the potential for a differential impact but not considered to be adverse.
NI 108 Key stage 4 attainment for black and minority ethnic group (AOTH)
This has been included in the LAA as a local target because the relevant cohort size is too small to satisfy the 'designated' target criteria for measurement. Although the average point score showed that overall BME pupils achieved higher than non BME pupils in GCSEs in 2007 and 2006, this masks some under performance in certain BME groups, including AOTH pupils (any other Asian group). Therefore this local target is related to raising the attainment of AOTH pupils to that of the average score for the Borough. Therefore there is the potential for this indicator to have a differential effect however this is acceptable as it will not be adverse to other groups.
NI 117 16 to 18 year olds who are not in education, employment or training

There is the potential for a differential impact but not considered to be adverse.
NI 090 Take up of 14-19 learning diplomas
There is the potential for a differential impact but not considered to be adverse.
NI 136 people supported to live independently through social services
This forms part of the Government's Equality PSA. There is no potential for differential or adverse affect.
NI 142 Percentage of vulnerable people who are supported to maintain independent living
There is no potential for differential or adverse affect.
NI 130 Social care clients receiving self direct support per 100,000 population
This forms part of the Government's Equality PSA. There is no potential for differential or adverse affect.
NI 135 Carers receiving needs assessment of review and a specific carers service or advice and information
There is no potential for differential or adverse affect.
NI 120 All age all cause mortality rate
There is no potential for differential or adverse affect.
NI 032 Repeat incidents of domestic violence
There is no potential for differential or adverse affect.
NI 187 Tackling fuel poverty
There is no potential for an adverse affect as there is an income based definition for the indicator.
NI 154 Net additional homes provided
There is no potential for a differential impact.
NI 155 Number of affordable homes delivered
There is no potential for a differential impact.
NI 185 CO2 reduction from LA operations
There is no potential for a differential impact
NI 193 Percentage of municipal waste land filled
There is no potential for a differential impact
NI 177 Local bus and light rail passenger journeys
There is no potential for a differential impact

NI 198 Children travelling to school – mode of transport usually used
There is the potential for a differential impact but not considered to be adverse.
NI 1 Local – percentage of people who believe people from different backgrounds get on well together
There is the potential for a differential impact but not considered to be adverse.
NI 006 Participation in regular volunteering
There is no potential for a differential impact
NI 005 Overall general satisfaction with local area
There is no potential for a differential impact
NI 038 Drug related offending rate
There is no potential for a differential impact
NI 016 Serious acquisitive crime rate
There is no potential for a differential impact
NI 020 Assault with injury crime rate
There is no potential for a differential impact
NI 111 First time entrants to the youth justice system
There is the potential for a differential impact but not considered to be adverse.
NI 041 Perceptions of drunk or rowdy behaviour as a problem
There is no potential for a differential impact
NI 021 Dealing with local concerns about anti-social behaviour and crime by the local Council and police
There is no potential for a differential impact
NI 049 Number of primary fires
There is the potential for a differential impact but not considered to be adverse.
NI 047 People killed or seriously injured in road traffic incidents
There is no potential for a differential impact
NI 172 percentage of small businesses in an area showing employment growth
There is no potential for a differential impact

N.B. where there are plans to disaggregate the results according to equalities groups this is included in the text above. If nothing stated then there is no intention to disaggregate information into equalities groups at this stage.

Mapping of Sustainable Community Strategy priorities against the four objectives of 'All of Us' – Community Cohesion Strategy.

Objective 1 - Everybody has similar life opportunities

- (local communities will be strengthened) So that everyone has similar opportunities
- everyone will have the opportunities they need to be successful in all aspects of life
- everyone will be able to get the information they need – the right information at the right time in an accessible form
- everyone will have choice and the same opportunities in life

Objective 2 - The diversity of people, their circumstances and their communities is respected and valued

- support will be delivered in a smarter way – through.....being aware of changing demographics.....
- promote and enable social inclusion of all vulnerable people including those who traditionally might find it hardest to integrate
- there will be a listening culture in BF, where the community in all its varied voices is heard and understood
- individual communities will have a better understanding of each other and will value and respect a vibrant mix of people

Objective 3 - There are positive relationships between people

- children and young people will be supported in forming positive relationships with each other and the wider community
- children and young people will be taught about respect, tolerance and understanding and will be encouraged to share responsibility for the well-being of their community
- people will respect one another
- there will be positive relationships between people
- children and young people.....will respect and support each other in their communities

Objective 4 - Work with people and partners to assist with building and strengthening communities

- there will be many different neighbourhoods each with their own identity
- local communities will be strengthened
- caring communities where people feel safe, able to contribute and integrate with one another
- there will be opportunities for vulnerable people to get involved in their communities
- communities will be caring
- communities will feel included and involved in shaping local services
- people will feel a sense of belonging and social responsibility