

Equality Impact Assessment Form

An equality impact assessment (EIA) is an evidence-based approach designed to help organisations ensure that their policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers any service changes, strategic, and operational activities.

The Councils are committed to promoting equality and participation in all their activities, whether this is related to the work we do externally or whether this is related to our responsibilities as an employer

By completing this form, you will provide evidence of how your service is helping to meet South Oxfordshire and Vale of White Horse District Council's General Equality duty:

The Equality Act 2010 states that:

A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in section 3

Guidance can be found at: ([Guidance.docx](#))

Section 1: Summary details

Service Area	Policy and Programmes
What is being assessed	Council Plan 2025-2029
Is this a new or existing policy, service, strategy or function?	The Council Plan 2025-2029 will be a new plan. Once adopted, it will replace the Corporate Plan 2020-2024 which has reached the end of its defined timeframe.
Summary of assessment	<p>The Council Plan 2025-2029 replaces the Corporate Plan 2020-2024, sets out the vision and strategic priorities for the council and forms part of the council's policy framework. It informs the delivery and monitoring of council services in accordance with councillor intentions. The Council Plan does not directly deliver any projects or initiatives; it underpins the delivery of projects and 'business as usual' activity.</p> <p>The findings of the Equalities Impact Assessment are detailed in Section 3 of this document. In summary, it is considered that the Council Plan 2025-2029 is unlikely to differentially impact different groups with protected characteristics.</p>
Completed By	Alice Penfold, Corporate Policy Officer
Authorised By	Tim Oruye, Head of Policy and Programmes
Date of Assessment	09/12/2024

Section 2: Detail of proposal

Context / Background	<p>The Council Plan 2025-2029 sets out the vision and strategic priorities for the council. It informs the delivery and monitoring of council services in accordance with councillor intentions. The Council Plan does not directly deliver any projects or initiatives; it underpins the delivery of projects and ‘business as usual’ activity. Once adopted, it will replace the Corporate Plan 2020-2024 which has reached the end of its defined timeframe.</p> <p>A public engagement exercise on the draft themes for the Council Plan ran over a four-week period between 16 April 2024 and 14 May 2024. This included an online survey using a new engagement platform, a community drop-in event, a virtual exhibition, and interactive briefing sessions for councillors and officers. All councillors were also provided with consultation packs which they could use to engage with their networks and constituents.</p> <p>A Delivery Plan will be developed each year to sit alongside the Council Plan 2025-2029. The Delivery Plan will set out a range of initiatives that will support progress towards achieving the strategic priorities and objectives within the Council Plan, and the indicators we will measure to evidence progress. A performance management framework will be developed to monitor and report on progress and implementation. The formal reporting arrangements will include an annual performance report to Cabinet and Scrutiny Committee. Performance reporting will be publicly available to enable the public to hold the council to account.</p>
Proposals	<p>The strategic priorities and objectives set out in the Council Plan 2025-2029 reflect councillors’ aspirations for the district. Councillors are democratically elected to represent the views of their constituents.</p> <p>The draft priorities of the Council Plan 2025-2029 are:</p> <ul style="list-style-type: none">• Action on climate change and nature recovery• Participation, accessibility, and accountability• Thriving, healthy, and inclusive communities• Homes and infrastructure that meet local needs• Financial stability and innovative transformation

	<p>Each priority has a series of related strategic objectives which will support the council to achieve its proposed priorities and overarching vision for the district. The annual Delivery Plan will set out a range of initiatives that will support progress towards achieving the strategic priorities and objectives within the Council Plan, and the indicators we will measure to evidence progress. A performance management framework will be developed to monitor and report on progress and implementation.</p> <p>The Council Plan 2025-2029 informs the delivery and monitoring of council services in accordance with councillor intentions. It does not directly deliver any projects or initiatives; it underpins the delivery of projects and ‘business as usual’ activity.</p>
Evidence / Intelligence	<p>The proposals set out in the Council Plan 2025-2029 have been informed by the intentions of councillors and feedback from a public engagement activity. Extensive engagement has been undertaken with council services to understand the data they hold and how it could be used to show progress against the Council Plan. Reporting and monitoring against progress on the Council Plan will be comprised of data that the council already holds/collects and existing activity. The Council Plan does not generate or deliver new activity.</p> <p>The public engagement exercise included an online survey using a new engagement platform, a community drop-in event, a virtual exhibition, and interactive briefing sessions for councillors and officers. All councillors were also provided with consultation packs which they could use to engage with their networks and constituents.</p> <p>In total, 130 responses were received from a variety of residents, businesses, organisations and community groups, made up of 127 online submissions and 3 postal responses. The consultation summary report is included at Appendix 3. Key findings include:</p> <ul style="list-style-type: none"> • 80% of respondents expressed agreement with the priority related to climate change and nature recovery being included in the Council Plan (56% strongly agreed, 24% agreed). • 76% of respondents expressed agreement with the priority related to inclusion, accessibility and accountability being included in the Council Plan (43% strongly agreed, 33% agreed). • 87% of respondents expressed agreement with the priority related to thriving and healthy communities being included in the Council Plan (47% strongly agreed, 40% agreed).

	<ul style="list-style-type: none"> • 82% of respondents expressed agreement with the priority related to homes and infrastructure being included in the Council Plan (47% strongly agreed, 40% agreed). • 73% of respondents expressed agreement with the priority related to financial stability being included in the Council Plan (39% strongly agreed, 34% agreed). <p>Further subsequent engagement was undertaken with councillors to seek views on the draft vision, strategic priorities, objectives and initiatives to further inform the Council Plan’s development. In addition, further engagement has been undertaken with council officers from all service areas to develop indicators to measure progress against the proposed strategic priorities and objectives. Feedback from every stage of engagement has been incorporated into the proposal final version of the Council Plan 2025-2029.</p>
--	--

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.	N/A	N/A	N/A

Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.	N/A	N/A	N/A
-------------------	--------------------------	-------------------------------------	--------------------------	---	-----	-----	-----

Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.</p>	N/A	N/A	N/A
----------------------------	--------------------------	-------------------------------------	--------------------------	--	-----	-----	-----

Marriage & Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.</p>	N/A	N/A	N/A
---	--------------------------	-------------------------------------	--------------------------	--	-----	-----	-----

Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.</p>	N/A	N/A	N/A
----------------------------------	--------------------------	-------------------------------------	--------------------------	--	-----	-----	-----

Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.	N/A	N/A	N/A
------	--------------------------	-------------------------------------	--------------------------	---	-----	-----	-----

Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.	N/A	N/A	N/A
-----	--------------------------	-------------------------------------	--------------------------	---	-----	-----	-----

Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.</p>	N/A	N/A	N/A
-------------------------------	--------------------------	-------------------------------------	--------------------------	--	-----	-----	-----

Religion or Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district. By including inclusivity and equitability among its priorities and objectives, the council will seek to proactively ensure that all members of our community, including groups with protected characteristics, have access to services and opportunities.	N/A	N/A	N/A
---------------------------	--------------------------	-------------------------------------	--------------------------	---	-----	-----	-----

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district, for the benefit of people who live, work and visit here. As a largely rural district, the aim	N/A	N/A	N/A

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
				is that implementation of the Council Plan will have a positive impact on local rural communities.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council Plan 2025-2029 sets the strategic vision and priorities for the district, for the benefit of people who live, work and visit here. The aim is that implementation of the Council Plan will improve the local area, including areas of deprivation.	N/A	N/A	N/A

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No changes are proposed to council services as a result of	N/A	N/A	N/A

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
				the Council Plan 2025-2029, therefore no differential impact identified for groups with protected characteristics.			
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No changes are proposed to council providers as a result of the Council Plan 2025-2029, therefore no differential impact identified for groups with protected characteristics.	N/A	N/A	N/A
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No changes are proposed to social value as a result of the Council Plan 2025-2029, therefore no differential impact identified for groups with protected characteristics.			

Section 4: Action plan

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Action plan (add additional lines if necessary) You must monitor implementation of the action plan until all of the actions are complete. It needs to include any action that has been identified – evidence requirements, consultation needed or options for mitigating any impact. What resources are required? Please add additional lines where necessary.

Action(s)	Lead Officer	Resource	Timescale
N/A	N/A	N/A	N/A

Is there is anything else that you wish to add?

The Council Plan 2025-2029 sets out the vision and strategic priorities for the council. It informs the delivery and monitoring of council services in accordance with councillor intentions. The Council Plan does not directly deliver any projects or initiatives; it underpins the delivery of projects and ‘business as usual’ activity. Equalities Impact Assessments will be undertaken as necessary for projects and activity undertaken which contribute to the successful implementation of the Council Plan.

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where a negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the Council and that I/we take responsibility for the completion and quality of this assessment.

Completed By:	Alice Penfold	Role:	Corporate Policy Officer	Date:	09/12/2024
Line Managers signature:	Rachel Hyde			Date:	12/12/2024
Reviewed by Equality Officer		Ruth Lewin-Leigh		Date:	12/12/2024