

Community and Equality Impact Assessment

As a Local Authority, we have made a commitment to apply a systematic equalities and diversity screening process to both new policy development and changes to services.

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

About the service or policy development

| | |
|---------------------------|---------------------------|
| Name of service or policy | Corporate Plan 2020- 2022 |
| Lead Officer | Mark Tyson |
| Contact Details | Mark.Tyson@lbbd.gov.uk |

Why is this service or policy development/review needed?

In 2017 The BDDP set out the Borough's shared, 20-year vision for the future of Barking and Dagenham, in the form of the Borough Manifesto. The Manifesto represents the standard to which the Council holds itself and all our activity is aimed at achieving its vision.

The scale of this challenge requires a radical approach to preventing poor outcomes for our residents. Only by building a preventative system of public services and social infrastructure will we, with our partners and the community, be able to address the root causes of poverty, deprivation and health inequality and, ultimately, achieve the vision of the Borough Manifesto. At the heart of this preventative system is a commitment to addressing the structural inequalities faced by certain groups within our population.

The Council's long-term approach must also be supported by an approach to making decisions and planning activity that can respond to the rapidly changing needs of the community during and in response to the Covid-19 pandemic. The ongoing emergency response to the pandemic demands that the Council make decisions quickly and clearly in order to ensure it is supporting the residents of the Borough to remain safe and well.

With this context in mind, a new Corporate Plan has been developed to detail the Council's strategic framework, its priorities and its planned activity for the remainder of this political administration (2020-22).

The Corporate Plan was agreed in May, along with the first iteration of this EIA, with the understanding that they would need to be reviewed to take into account the impact of Covid-19. There is now a clearer understanding of the impact of the pandemic so the Corporate Plan, the Single Performance Framework

Why is this service or policy development/review needed?

and this EIA have been reviewed to take into account the impact of Covid-19, using the currently available evidence.

The impact of Covid-19 may change as the pandemic progresses, while the Council and other organisations will continue to gather more data to develop understanding of the local impacts. The Council will continue to investigate the impact of Covid-19 on the Borough and its residents to identify required responses and actions.

The new Corporate Plan sets out the Council's strategic framework and translates that approach across four key strategic priorities:

1. Inclusive Growth
2. Participation and Engagement
3. Prevention, Independence and Resilience
4. Well Run Organisation

The Corporate Plan, and the content of the Single Performance Framework it introduces and appends, incorporates the existing [Equality and Diversity Strategy 2017-2021](#). The deliverables and objectives attached to this strategy remain live and the vision of a strategic framework with equality and diversity at its core remains the sentiment of the Corporate Plan and the long-term approach to public service reform it describes.

The Corporate Plan and Single Performance Framework have been reviewed to take account for the impact of Covid-19 on the community, the Council's Priorities and therefore on these key documents. The impact will develop over time, as will our level of understanding of it, and we will need to continue to monitor the impact of the pandemic. However, we do now know more about how the pandemic has impacted local communities, and begin to understand impacts on the Council's priorities and therefore on the Corporate Plan and the Single Performance Framework.

In addition to the previous considerations for equalities and needing to ensure that the Corporate Plan addresses structural inequalities, the impact of the COVID-19 pandemic must be taken into account. While everyone has been affected by COVID-19, not everyone has been affected to the same extent, either in terms of the immediate health risks or the longer term social and economic fallout. The phrase used to describe this by the Local Government Information Unit (LGIU) is that "we are all in the same storm, but not all in the same boat".

In the simplest terms, the impact of Covid appears to be a multiplier of existing inequalities – both in terms of health and economic impacts. Demographics more likely to experience deprivation are more likely to have worse health outcomes if they catch coronavirus and are more likely to work either in jobs which could expose them to the virus or industries which have been heavily impacted by the economic effects of lockdown.

Work is ongoing to understand the health and economic impacts of Covid-19 and the effect of lockdown and other changes on employment and the economy, both nationally and locally. There is emerging data, however the impact is going to take time to become clear as the situation continues to develop – particularly in the effects on employment. Current understanding of these impacts will be set out in this paper, however there is a need for the Council as a whole to continue to gather and interrogate data and understand whether and how different demographics have been disproportionately affected by the impact of Covid. This includes gathering more datasets from our partners to ensure we can understand the impacts across our diverse community.

Most simply, the severe health impacts of Covid appear to disproportionately affect people who experience deprivation.¹ This may be due to the increased likelihood of people experiencing

¹ <https://www.nuffieldtrust.org.uk/resource/chart-of-the-week-covid-19-kills-the-most-deprived-at-double-the-rate-of-affluent-people-like-other-conditions>

Why is this service or policy development/review needed?

deprivation to have health conditions which puts them at increased risk of major health impacts from Covid-19. Nationally there are protected characteristics more likely to experience deprivation, however the more widespread deprivation in the Borough may mean there is a different picture locally. Health stats are taken from an internal Public Health briefing (cite). Economic data is taken from analysis of the Homes and Money Hub (HAM Hub) data.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know. What does your research tell you?

The Council's Corporate Plan sets out the organisation's strategic framework, including its priorities and associated workplan between 2020 and 2022. This EIA applies to the entire Corporate Plan. As such it does not cover, in detail, every planned initiative, service change and activity. Instead, it offers an overall analysis of the impact of structural inequalities for groups in our population with identified protected characteristics, before detailing several examples of activity described in the Single Performance Framework aimed at addressing these inequalities. For a full view of the Council's planned activity, and therefore a more detailed understanding of how it relates to specific groups of our residents, please see the Single Performance Framework. As per Council policy, individual EIAs will be developed for each policy decision which requires it.

What do we know about structural inequality in Barking & Dagenham?

Our understanding of structural inequalities in our population is constantly evolving, based on continued analysis of the protected characteristics and their association to a range of poor outcomes in our Borough. In the years ahead, we will continue to deepen and strengthen this analysis. A comprehensive inequalities work is in progress to assess the overall impact of Covid-19 on our communities and will help to inform this process.

Overall

•211,998 residents - 7th smallest population in London

Age

- 57,865 under 16s - highest proportion in London and the UK
- 134,378 16 to 64s - 6th lowest proportion in London
- 19,755 over 65's - 7th lowest proportion in London
- 33.1 average age - lower than London average (36.4)

Disability

•16% of adults aged 16 and over are EA core or work limiting disabled – lower than the London average (16.6%)

Gender reassignment

•The 2021 Census will have a new voluntary question which asks 'is your gender the same as the sex you were registered at birth?' This will provide insight currently unavailable to us.

Marriage and Civil Partnership

Meaningful data will be provided by the 2021 Census.

Pregnancy and Maternity

<https://lgiu.org/publication/covid-19-its-not-equal-in-the-end/>

<https://www.kingsfund.org.uk/publications/what-are-health-inequalities#:~:text=In%20England%2C%20there%20is%20a,this%20gap%20is%207.4%20years.>

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- 79.6 births per 1,000 women of childbearing age - highest in London
- 25.1 conceptions per 1,000 females aged 15-17 – highest in London

Race (including Gypsies, Roma and Travellers)

- 64.9% Black and minority ethnic (BME) population - above London average (61.3%)
- After English, the five most common languages spoken are Bengali, Urdu, Romanian, Lithuanian and Yoruba.

Religion or belief

Sex

- 62.8 male healthy life expectancy - below London average (63.9)
- 62.3 female healthy life expectancy - below London average (64.6)
- 13.7 domestic abuse offences per 1,000 people - highest in London
- 78% of police reported domestic abuse victims are female, 22% male
- 93% of perpetrators male, 7% female

Sexual orientation

- The 2021 Census will include a voluntary question on sexual orientation.

Socio-economic Disadvantage

- 5.5% unemployment - higher than London average (4.7%)
- 71.3% employment - below London average (74.5%)
- 1.4% income support claimants - highest in London

Deprivation in Barking and Dagenham

The index of multiple deprivation (IMD) is the official measure of relative deprivation for small areas or neighbourhoods in England. Barking and Dagenham has:

- the twenty first highest IMD score in England (based on 317 local authority districts, where 1 is the most deprived and 317 is the least deprived);
- the highest IMD score in London;
- neighbourhoods amongst the 10% most deprived in the country; (these neighbourhoods in Gascoigne, Heath, Thames and Village Wards)
- two wards (Gascoigne and Mayesbrook) where every neighbourhood is amongst the 20% most deprived in the country; and
- Only one ward, Longbridge, which has no neighbourhoods amongst the 30% most deprived in the country.

The Council's dedicated [Social Progress Index](#) is a tool which enables a holistic view of rates of social progress of different forms at ward-level across the Borough.

| Potential impacts | Positive | Neutral | Negative | What are the positive and negative impacts? | How will benefits be enhanced and negative impacts minimised or eliminated? |
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| Local communities in general | x | | | <p>A deliberate and nuanced approach to identifying structural inequalities and how they are experienced by the Borough's residents will improve the Council's ability to tackle structural inequality.</p> | <p>The approach to public service reform described in the Corporate Plan aims to build a preventative system of public services and social infrastructure capable of identifying and addressing the root causes of poverty, deprivation and health inequality.</p> <p>To do this, the Corporate Plan articulates the Council's understanding – using the best of its insight, intelligence and experience of the “five giants” of need in the Borough which must be addressed on the road to social progress in Barking and Dagenham. These are: domestic abuse; social isolation; unemployment; debt; and neighbourhood crime.</p> <p>These five giants are experienced differently by different parts of our community. Our challenge is to find new ways to focus our collective energy on addressing these issues or outcomes. Our ever-evolving analysis and expertise of multi-disciplinary teams of experts across the Council and wider partnership must spot opportunities for innovation and improvement. We must adopt a systems focus – drawing together, building upon and supplementing existing activity – from across the Performance Framework, while ensuring this responds to the entrenched nature of the issues themselves.</p> |

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| Age | x | | <p>Several of the priorities identified in the Single Performance Framework – and particularly in the section themed ‘Prevention, Independence, and Resilience’ - focus on activity aimed at working with specific age cohorts to enable better outcomes and tackle inequalities.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The new target operating models for Early Help and Children’s Care and Support, the OFSTED Improvement Plan and the ‘Team Around the School’ approach will all aim at ensuring children and young people get the best start in life.</p> <p>The development of the assisted technology offer for socially isolated residents and those with complex needs will support adults with care and support needs, including older residents, to overcome structural barriers to living independent lives.</p> <p>The new assessment tool, developed with the BD_Collective, will explore new ways in which the social sector, Care and Support and Commissioning can collaborate to support older and vulnerable residents.</p> <p>The health impact of Covid-19 has particularly affected older people both locally and nationally. Nationally, People aged 80 and over have been 70 times more likely to die if they catch coronavirus than under 40s, and people in care homes (predominantly elderly people) have also been at higher risk.</p> <p>Locally, 74% of LBBD residents admitted to hospital with coronavirus symptoms were over 50 and the mean age of an admitted patient is 63. 57% of coronavirus related deaths in the Borough were among patients aged 70 or more.</p> <p>In terms of HAM Hub applications, the average during the Covid period broadly charts in line with the pre-Covid period. There have been some minor shifts which need further analysis, and potentially looking at the relationships with other demographic data to establish whether there are rises within specific cohorts (for example, older men or younger women).</p> |
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| Disability | x | | <p>The Prevention, Independence and Resilience section of the Single Performance Framework (SPF) details a range of work to support residents with disabilities.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The new Target Operating Model for the Disability Service, and the multi-disciplinary arrangements for Looked After Children and in the Community Learning Disability Teams, will develop the Council's approach to working with and supporting these residents.</p> <p>The new referral pathway and support offer for those diagnosed with learning/ physical disabilities and mental health conditions will enhance our ability to get the right support to residents with disabilities at the right time.</p> |
| Sexual orientation | x | | <p>The Council is clear that the relationship between the LGBT+ community and public services across organisations in the Borough is strained and trust must be restored if we are to fully understand the lived experience of LGBT+ residents and seek to support them effectively. The work identified in the SPF contributes to this effort.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The Council's community development work with the LGBT+ community, in partnership with Studio 3 Arts, will explore issues of LGBT+ lived experience in Barking & Dagenham and identify ways in which different parts of the community, including the Council, can work together to tackle structural inequality and improve the relationship between LGBT+ residents and public services in the Borough.</p> <p>In terms of coronavirus, specific data relating to LGBT+ communities locally is not available. There national and existing issues which have been reported which may affect LGBT+ people locally, including being more likely than average to be homeless, to smoke or be impacted by HIV, which can all cause complications if they catch Covid-19. There are additional risk factors such as increased social isolation or living with LGBT+-phobic family or other household members or an abusive partner during lockdown.</p> |

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| Gender reassignment | x | | <p>The Council has a clear understanding that issues and experiences related to gender reassignment can present structural inequalities, and the Council aims to enhance its understanding and approach as part of the wider LGBT+ community development work described above.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The LGBT+ community development work described above will include in scope the lived experience of residents who have and are going through gender reassignment.</p> <p>There is no specific data available locally about whether trans or non-binary people have experienced specific issues, in terms of economic impact or health incomes, as a result of the pandemic. There are risks of not being able to attend gender identity clinics, losing access to scheduled hormone injections or gender affirming surgery. There is also risk of having to isolate or having to spend significantly more time at home which may mean some people are unable to get away from transphobic family or other household members or abuse.</p> |
| Marriage and civil partnership | | X | <p>The Council's understanding of issues related to marriage and civil partnerships is limited and this is an area that the Council needs to and will do more to understand.</p> <p>One key issue the Council is aware of is that issues associated with marriage and civil partnership are particularly significant within the LGBT+ community, and this will inform the community development work described above.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The community development work described above will include in scope issues and experiences related to marriage and civil partnership.</p> <p>However, the Council's approach will need to evolve constantly as our understanding of the community develops. For instance, our work on marriage and civil partnership – and how it intersects with experiences of structural inequality – is currently limited and this could be an area for improvement over the coming years.</p> |

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| Pregnancy and maternity | X | x | <p>A range of activity described in the Prevention, Independence and Resilience section of the SPF will support mothers with young children and new families to get the support they need.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>To help the Council put early intervention at the centre of how we interact with residents and support the delivery of our strategic objectives, we are partnering with the Early Intervention Foundation (EIF) to deliver the Early Years Transformation Academy (EYTA). The Academy will offer learning opportunities to staff across local maternity and early years services and help us develop a maternity and early years transformation plan, based on best practice and guidance from experts in The Staff College, Born in Bradford and Better Start Bradford.</p> <p>As part of this work we are in the process of setting up a specialist pre-birth team in the assessment service, supported by a new pre-birth referral pathway and operational arrangements to deliver a multi-disciplinary approach to assessment and care planning, ensuring early permanence for babies born to vulnerable parents.</p> |
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| Race (including ethnicity) | x | | <p>The SPF identifies the Council's strong cohesion agenda which works to bring residents from different backgrounds together to overcome inequality and discrimination.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The SPF incorporates the Council's cohesion agenda as described in its Cohesion and Integration Strategy, which aims to ensure everyone experiences Barking and Dagenham as 'a friendly and welcoming Borough with strong community spirit'.</p> <p>The Council's cultural and events programmes are closely linked and part of its cohesion agenda, with programmes such as the Summer of Festivals bringing residents from different backgrounds together to celebrate a shared and diverse culture.</p> <p>The cohesion agenda ultimately seeks to understand and address any discrimination occurring along the lines of race and belief.</p> <p>Nationally in terms of Covid-19 health outcomes, BAME people have been hugely overrepresented in hospital caseloads and mortality figures. Public Health England figures in August found that people of Bangladeshi ethnicity had around twice the risk of death when compared to people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Black Caribbean and Other Black ethnicities had between 10-50% higher risk of death when compared to people of White British ethnicity.²</p> <p>This is less the case in LBBD, likely due to a large proportion of the over 70 population being White British. Further work to assess any disproportionate impacts of Covid-19 in LBBD locally is in progress and will be considered once available.</p> <p>There have been shifts in caseloads at the HAM Hub since the onset of Covid. The proportion of all White groups have reduced (although non British or Irish white groups has declined to a lesser</p> |
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| | | | | | <p>extent). There has been an increase in the proportion of the caseload who are Black African and across all Asian ethnicities. This indicates a potential disproportionate economic impact on BAME residents, which will need to be investigated further as part of ongoing work. White British groups have been historically underrepresented in the HAM Hub caseloads, and are underrepresented to a greater degree in the caseload post-April 2020.</p> |
| <p>Religion or belief</p> | x | | | <p>The Corporate Plan describes close collaboration with the faith sector to work with residents of faith and faith organisations across the Borough.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The Council's Faith Policy – Faith Builds Community – has been co-produced with faith organisations across the Borough to act as a plan of action to enhance collaboration between public services and the faith sector, in which we all have a part to play.</p> <p>The joint work programme being established, described in the SPF, to implement the new policy will enhance the role played by faith organisations in securing positive community impact, and seek to address discrimination in activity along the lines of faith.</p> |

| Sex | x | <p>The Council understands that residents have significantly different lived experience and experience different forms of structural inequality through the lens of their sex. Much of the Council's activity seeks to address these forms of structural inequality and understand them more.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>Domestic abuse is a particularly prevalent issue in Barking and Dagenham, having the highest Police reported rates of both national and local data on police reported domestic abuse, show that women are more likely to be victims of domestic abuse than men, and men are more likely to be perpetrators – within Barking and Dagenham, 78% of police reported domestic abuse victims were female, and 22% were male, with 93% of perpetrators male and 7% of perpetrators female.</p> <p>The Council is taking a gender-informed approach to this key issue by establishing the Domestic Abuse Commission, which is seeking to understand community attitudes towards and perceptions of domestic abuse to inform how a community, and Council, such as Barking and Dagenham can approach domestic abuse from a preventative perspective.</p> <p>Nationally, men make up almost 60% of deaths from Covid-19 and 70% of cases to admitted to hospital, despite making up only 46% of diagnosed cases.³</p> <p>The majority of LBBB patients admitted to hospital with coronavirus symptoms were male (55% vs 45% female), with a similar split in the mortality rate.</p> <p>In economic terms, the HAM Hub has seen an increase in the proportion of men seeking support, however they remain the minority, as per the table below:</p> <table border="1" data-bbox="914 1597 1473 1742"> <thead> <tr> <th>Gender</th> <th>Pre-Covid proportion</th> <th>Covid period proportion</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>32.3%</td> <td>39%</td> </tr> <tr> <td>Female</td> <td>67.6%</td> <td>60.9%</td> </tr> </tbody> </table> | Gender | Pre-Covid proportion | Covid period proportion | Male | 32.3% | 39% | Female | 67.6% | 60.9% |
|--------|----------------------|---|--|--------|----------------------|-------------------------|------|-------|-----|--------|-------|-------|
| Gender | Pre-Covid proportion | Covid period proportion | | | | | | | | | | |
| Male | 32.3% | 39% | | | | | | | | | | |
| Female | 67.6% | 60.9% | | | | | | | | | | |

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| <p style="text-align: center;">Soci o- econ omic</p> | <p style="text-align: center;">x</p> | <p>The Council's entire inclusive growth agenda, identified in that section of the SPF, aims to ensure every resident of the Borough can benefit from its growth and actively, fairly and positively engage in the local economy. A wide range of its activity, therefore, aims to support those experiencing or at-risk of socioeconomic disadvantage.</p> | <p>Examples of activity detailed in the Single Performance Framework aimed at addressing experience of this protected characteristic...</p> <p>The Council will ensure that at least 2,000 new affordable homes are built between 2019 and 2023 through a combination of Be First and other developers, improving the affordable housing offer for local residents.</p> <p>Reside's offer is improving the affordable housing offer for residents, particularly in the private rented sector.</p> <p>The Council's work on jobs, within its Inclusive Growth agenda, is seeking to ensure there are clear, accessible pathways into secure careers available for local residents, whether that's through its social value approach, its work with the construction, care and food sectors, or its business support offer.</p> <p>The Borough is particularly economically vulnerable due to the make up of employment for its residents. Around 25% of total jobs in LBBDD are in hospitality and retail, areas which have been significantly negatively affected by Covid-19 during lockdown, and as businesses have re-opened may expose residents to risk of infection as they return to work.</p> <p>Additionally, around 25,500 of the Borough's jobs, nearly half of the total employment, are in construction, transportation, manufacturing, health and social care / social work and education: sectors which have largely continued during lockdown and may present greater infection risk to workers than other sectors.</p> <p>Universal Credit Claimants not in employment have risen from 8,305 in January 2020 to 17,946 in July, more than doubling in that period. The total number of Universal Credit claimants has increased from 13,121 in February 2020 to 29,165 in August. 49% of residents in work been in receipt of furlough or self employment support. This makes up 36% of all working age adults, the 8th highest rate in London.</p> |
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| | | | | <p>In terms of health impacts, data released by Public Health England has indicated that serious health impacts and mortality rates have been significantly higher in more deprived areas, increasing the already recognized poorer health outcomes of people who experience deprivation. The mortality rates from Covid-19 in the most deprived areas were more than double the least deprived areas, greater than the ratio for all cause mortality between 2014-18⁴ Emerging research has indicated that those who experience these poorer health outcomes and conditions are more likely to experience the most serious symptoms of Covid-19 and increase the chance of death.</p> <p>Public Health England note that people in deprived areas are more likely to be diagnosed and to have poor outcomes following diagnosis than those in less deprived areas. This may be due to geographic proximity to infections or a high proportion of workers in occupations which are more likely to be exposed.</p> <p>As the Borough has a high level of deprivation, as outlined in Demographics above, this means that the Borough's population may be at greater risk of serious health impacts from COvid-19.</p> |
| Any community issues identified for this location? | | X | - | <p>The Corporate Plan describes the Council's overall approach to working across the Borough, and it therefore applies to the whole Borough.</p> |

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation, please include:

- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

The Council's approach to public service reform, captured in this Corporate Plan, is fuelled by and dependent upon ongoing participation and engagement of a variety of forms. This includes large-scale engagement exercises, such as that which co-produced the Borough Manifesto or, more recently, shaped the 'Borough and Me' programme and wider inclusive growth agenda. It also includes in-built mechanisms for resident and service user co-production, participation and engagement within frontline public services such as in Care and Support and Community Solutions. And it includes ongoing mechanisms and avenues for resident participation such as through the operation of the Neighbourhood Fund, or workshops and collaboration with the local social sector.

Within the workforce, a range of activity over the past two years has sought to build on the programme of engagement which previously shaped Ambition 2020. This has included focus groups, consultations and workshops. And pre-Covid, recently, 'join the conversation' programme of activity commenced to improve the collective understanding of what the workforce believe enables the form of public service described in the Corporate Plan, how we could work more widely according to the principles of this document, and what gets in the way.

Since Covid-19 has led to increasing homeworking, the Council has engaged with staff through the Wellbeing Survey to ask how staff are experiencing work during the pandemic. 73.4% said they were working as effectively now as before Covid-19, 76.8% stated they are confident they can do all of their job at home and 79.7% have said they have a suitable home workspace. This also took feedback on the issues with home working, which appears to most commonly be not switching off from work and feeling isolated. This feedback is being used to guide the Ways of Working Now Board to ensure that plans for the workforce take into account the views of the workforce. The Council will continue to survey staff, for example during the regular Staff Temperature Check launched in October 2020, to gather feedback to influence decisions around ways of working both through the pandemic and in the longer term.

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

| Action | By when? | By who? |
|--|----------|---------|
| The Corporate Plan and the approach to reform it describes is dependent upon ongoing engagement and an ever- | | |

| How will you review community and equality impact once the service or policy has been implemented? <i>These actions should be developed using the information gathered in Section 1 and 2 and should be picked up in your departmental/service business plans.</i> | | |
|---|--|--|
| <p>improving approach to data, insight and intelligence. Constant iteration of our understanding of the root causes of poverty and inequality will be crucial to honing the Council's approach, and this is dependent upon a range of parts of the Council and forms of activity.</p> <p>This EIA was originally drafted and reviewed ahead of being approved at May 2020 Assembly. Along with the rest of the Corporate Plan documentation, it was reviewed and revised in light of the Covid-19 pandemic between May-September 2020.</p> <p>Our understanding of the impact of Coronavirus is developing as data becomes available and is analysed. The Council's insight function will continue to investigate the impact of Coronavirus on the community throughout the lifespan of the Corporate Plan and will update this EIA as and when significant data is available. This will feed into the performance process and the Borough Data Explorer.</p> | | |
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4. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

| Name | Role (e.g. project sponsor, head of service) | Date |
|------------|--|------------|
| Mark Tyson | Director of Policy and Participation | 01/04/2020 |
| Mark Tyson | Director of Policy and Participation | |
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