

Equality Impact Assessment

Nottinghamshire County Council Annual Delivery Plan 2024/25

- **Description of what the Equality Impact Assessment is for. (Do not use acronyms or jargon so that the title is easily understood by the general public.)**

This Equality Impact Assessment is for the Nottinghamshire County Council Annual Delivery Plan (2024/25). The Annual Delivery Plan is a high-level document setting out the Council's approach to further our progression towards the aims and ambitions detailed in The Nottinghamshire Plan (2021-2031), by outlining the key steps and actions we intend to take during a given financial year. It provides detail of high level activity as well as the measures to be used to monitor success.

- **Which document, report, Option for Change, Committee report etc. are the details set out in? (Please make sure the relevant report references this EqIA.)**

The information in this report is intended to ensure that Members appropriately consider the equality implications of the proposed Annual Delivery Plan 2024/25.

In developing the Annual Delivery Plan, the Council should remain mindful of the potential impact on staff and service users. The Equality Act 2010 confers an obligation on Members to have due regard for protecting and promoting the welfare and interests of persons who share a relevant protected characteristic (age; disability; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation). The Council has also further resolved that it would treat care leaver status as if it were also a protected characteristic.

- **What are the aims of your proposed activity/policy? (Please keep to approximately 100 words)**

The Annual Delivery Plan 2024/25 outlines the high-level actions that we intend to implement over the upcoming year in collaboration with our people, communities and relevant partners. The plan is established with consideration of the current national and global challenges (such as escalated costs of living, the climate emergency and the ongoing recovery from the Coronavirus pandemic). Despite these challenges, the Council remains committed to building individual, family, community and economic resilience to achieve better outcomes and improve the lives of local people across the county.

The Council will produce an Annual Report at the end of the year which will evaluate our progress against our commitments to ensure that we continue to work towards the 10-year vision of a healthy, prosperous and greener Nottinghamshire.

- **Please give reasons why a detailed impact assessment is not required.**

The Annual Delivery Plan is a high-level document setting out the Council's approach to further our progression towards the aims and ambitions of The Nottinghamshire Plan. The implementation of specific actions will be subject to appropriate decision-making processes, in line with the Council's constitution. Therefore, the specific equality impacts of

implementation will be considered as part of this process, with specific and detailed Equality Impact Assessments completed to inform these decisions.

In addition, the consideration of equality is an ongoing process that needs to consider evidence from consultation/engagement activities and other data sources, where appropriate and available. Individual teams responsible for delivering actions should build in review points to monitor their impact.

The implementation of the Plan supports the Council's delivery of the public sector equality duty and the actions outlined aim to achieve improved outcomes for all residents. There is a focus on tackling inequality and prioritising support and interventions to create greater equity of outcomes for people with protected characteristics and disadvantaged communities. There is also an emphasis on helping those who need greater support to participate in public life and whose views are seldom heard through conventional channels. We recognise the importance of considering the needs of individuals with protected characteristics, and workstreams for all actions should be underpinned by these considerations. Specifically, the Council will especially consider the needs associated with the following characteristics: age; disability; gender reassignment; pregnancy and maternity; race; marriage or civil partnership; religion or belief; sex; sexual orientation; care experience.

In respect to legal implications, the Annual Delivery Plan helps us to meet our statutory obligations and will also form the basis of Nottinghamshire County Council's Productivity Plan, a new legal requirement for local authorities, announced by Government in February 2024.

Furthermore, one of our Annual Delivery Plan's ongoing commitments is to continue to manage the Council's finances and resources effectively, working collaboratively across the Council and with partners, to continue the development and delivery of our cross-cutting transformation and savings programmes. This outlines our intention to responsibly manage the Council's finances.

Overall, the Annual Delivery Plan is the cornerstone of our work, helping to support residents and the County, and makes the work we intend to do visible to the wider community.

In delivering the Annual Delivery Plan, the Council is committed to develop and embed approaches that:

- Continue to put service users and staff at the heart of service re-design, using codesign, consultation and engagement methods to produce services that are responsive and focus on supporting people that need them most. This means bringing together the right people early in the process to understand the issues and then deciding what can be done collectively to improve outcomes. As a public service, we want to encourage people with protected characteristics to participate in public life and other activities. Engaging with different groups helps us to be aware of biases and ensures we give everyone access to opportunities they deserve, avoiding

discrimination and therefore reducing or removing the disadvantages suffered by people because of a protected characteristic.

- Invest in preventative measures to build resilience, maximise independence and help people to live safely at home and in their communities, help enable better outcomes earlier and avoid having to resource high-cost intensive activity that leads to greater budgetary pressures.
- Undertake ongoing evaluations of the impact of changes to services so we can build update our EIAs to refine and strengthen the mitigations that are in place and to respond to unforeseen consequences.
- Provide tailored information to service users that are impacted negatively by efficiency proposals so they can draw on their own resources or seek further support from the council or partner organisations.
- Increase opportunities for residents to access council services in new and easier formats, such as using digital technologies. Additional support will be provided for residents who may need help adapting to the new systems.
- Continue to engage with the voluntary sector to help support potential gaps in services that might be created because of efficiencies. These charities and voluntary organisations have proven themselves effective in identifying where issues can arise in current service provisions as well as in their ability to deliver early intervention work.
- Work with district and borough councils to ensure their Council Tax Support Schemes can assist economically vulnerable households to offset any significant financial difficulties that might arise because of Council Tax increases.
- Undertake work across the Council, involving members and partners as appropriate, to better understand the impact of cost-of-living increases on residents, staff and service provision and identify specific activities to mitigate these impacts.
- Work collaboratively across the council and with our partners to deliver coordinated and integrated transformation, develop and test new ways of working, service delivery and systems to make a positive difference for our communities and residents.

If the delivery of actions may impact the Council's workforce, we will:

- Ensure any changes to staffing levels or staff structures are undertaken in accordance with the council's human resources policies and procedures. We will take account of the impact these changes have on the workforce profile, including identifying potential career opportunities for staff where possible.
- Ensure that staff are fully supported with training and adjustments as appropriate to allow them to access the new ways of working which the transformation proposals give rise to and for staff to be equipped to support residents to do the same.