

Subject:	Response to Resident Survey – Informing the Council's Corporate Strategy	Status:	For Publication
Report to:	Full Council	Date:	1 st March 2017
Report of:	Media and Engagement Officer	Portfolio Holder:	Resources and Performance
Key Decision:	<input checked="" type="checkbox"/> Forward Plan <input checked="" type="checkbox"/>	General Exception <input type="checkbox"/>	Special Urgency <input type="checkbox"/>
Equality Impact Assessment:	Required:	No	Attached: No
Biodiversity Impact Assessment	Required:	No	Attached: No
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1.	RECOMMENDATION(S)
1.1	That Council acknowledge the response to the residents survey which will lead to changes to the Council's vision and priorities, enabling the Corporate Strategy to be developed.

2. PURPOSE OF REPORT

- 2.1
- To inform members of the responses to the Resident Survey and how these will shape our Corporate Strategy for 2017-2020 (Full response report attached as Appendix 1).
 - The Council needs to develop a new corporate Strategy for 2017-2020 as well as new service area plans which will underpin this. A strategy tells people where we are going; the plans tell people how we will get there. The responses to this survey and the staff workshops will inform this strategy.

3. CORPORATE PRIORITIES

- 3.1 The matters discussed in this report impact directly on the following corporate priorities:

- **Regenerating Rossendale:** This priority focuses on regeneration in its broadest sense, so it means supporting communities that get on well together, attracting sustainable investment, promoting Rossendale, as well as working as an enabler to promote the physical regeneration of Rossendale.
- **Clean and Green Rossendale:** This priority focuses on clean streets and town centres and well managed open spaces, whilst recognising that the Council has to work with communities and as a partner to deliver this ambition.
- **Responsive and Value for Money Services:** This priority is about the Council working collaboratively, being a provider, procurer and a commissioner of services that are efficient and that meet the needs of local people.

This report relates to all three as this report proposes a refresh of the Council's priorities for the new Corporate Strategy 2017-2020.

4. RISK ASSESSMENT IMPLICATIONS

- 4.1 This work comes with risk as it will inform the Council's aims, vision and priorities moving forward. We acknowledge that our plans must align to our Medium Term Financial Strategy.
- 4.2 Setting out the Corporate Strategy for the Council for the next three years sets out the Council's identity and direction of travel. As such the vision and priorities will need to be clearly understood and supported by all; this will require effective internal and external communication.
- 4.3 Reputation risk is also a factor when setting out new vision and priorities for the Council, this is why lengthy consultation took place and we will plan in detailed communication so that everyone is informed and our corporate identity is clear.
- 4.4 Once a strategy and service area plans are developed they will be reported on quarterly.

5. BACKGROUND AND OPTIONS

- 5.1 The wider public sector landscape is in a constant state of flux and the way local government is funded is changing. The needs and demographic of our residents are changing alongside this and as such there is a need to modify the way we operate and the services we deliver. We propose that a new Corporate Strategy will set out how we aim to deliver high quality, sustainable services for our communities in a rapidly changing local government environment.
- 5.2 To form the new Corporate Strategy we consulted with staff, members and the public via workshops and the resident survey. We wanted residents to be involved in shaping our future priorities, vision and values. Initial ideas on priorities and vision were developed at Staff workshops in June 2016, alongside work on our internal core values.
- 5.3 Public consultation was held via an open access resident survey between October 3rd and November 13th 2016.
- 5.4 The survey had 368 responses. It was available online, in the One Stop Shop, at Whitworth Town Council, in all libraries and the Leisure Trust buildings. It was also taken to the Leisure Trust's Awards evening and Jake Berry's Pensioner's Fair. It was widely promoted on the Council's news site and on social media. There was an accompanying press release which featured in the local press.
- 5.5 As a two-tier authority many of the services mentioned by residents are not provided by Rossendale Borough Council. However, we work closely with partners at Lancashire County Council, Lancashire Police and the NHS, for example, and we will feed in the views raised to our partnership discussions to ensure that our residents' views are reflected in their work/their own strategies.

5.6 The following details top 5 responses in each topic we asked resident to respond on. This is a summary of the information provided in Appendix 1. Where the information does not relate to the top 5 this is clearly stated.

5.7 What is Important in Making Rossendale a Good Place to Live?

1. Low crime levels (88%)
2. Health Services (86%)
3. Access to countryside and open green spaces (78%)
4. People having respect for each other (78%)
5. Clean streets (78%)

5.8 What Needs Improving in Rossendale?

1. Roads and pavements (54%)
2. Low crime levels (36%)
3. Clean streets (36%)
4. A rail link (28%)
5. Level of traffic congestion (28%)

5.9 Areas That are a Problem?

These scores are the percentage of those who indicated very and fairly big

1. Roads and pavement conditions (77%)
2. Dog fouling/ irresponsible dog owners (54%)
3. Irresponsible drivers (45%)
4. Litter lying around (43%)
5. Derelict sites (33%)

5.10 What One Thing Could People in Your Street/Neighbourhood Come Together to Improve?

1. Coming together to tackle the appearance of where they live, specifically dog fouling or litter (28%)
2. To come up with solutions to improve traffic and parking in their area (22%)
3. General sense of community spirit and cohesion in the area (19%)
4. Neighbourhood watch type scheme or other approach to mitigate ASB (9%)
5. Reopening leisure centres/empty homes (9%)
6. Transport links (3%)

5.11 Views on the Council

Top 5 services people were very/fairly satisfied with;

1. Countryside/open green spaces (79%)
2. Recycling collections (73%)
3. Waste collections (72%)
4. Parks and Playgrounds (64%)
5. Clean streets (50%)

Bottom 5 services that people were very/fairly dissatisfied with;

1. Access to toilets (52%)
2. Tackling dog fouling/irresponsible owners (43%)
3. Keeping public land/streets clear of litter/fly-tipping (41%)
4. Clean streets (34%)

5. Local markets (30%)

Top 3 not used services;

1. Public Toilets (19%)
2. Cultural facilities (9%)
3. Sports facilities (6%)

5.12 Contacting the Council

People were more satisfied with contacting the Council and the various mechanism of doing so than they were dissatisfied. Our phone and website were the top two in terms of dissatisfaction. We are working on solutions in these areas to improve the customer experience and work on this will be reflected in both our Corporate Strategy and relevant service area plans.

5.13 Services Provided by the Council

1. Waste collection
2. Leisure/parks/green spaces
3. Street cleaning
4. Libraries
5. Transport

5.14 Priorities Ranked

Priorities were ranked in the following order;

1. Clean, Green and Healthy Rossendale
2. Encouraging Investment in Rossendale
3. Supporting Economic Growth in Rossendale
4. Enhancing and Promoting Rossendale

5.15 Vision/Mission Statement

1. Working together to make Rossendale a better place for all
2. Working hard to make your life better
3. The place to live, visit and invest

(It is worth noting that numbers 1 and 3 were ranked lowest the least times as well).

5.16 Service Area Managers and Portfolio Holders will be looking at the survey results and suggestions during their business planning process to reflect the views provided. It is proposed that Management and Portfolio Holders will look at focusing their Service Area Plans on the following to inform our Corporate Strategy 2017-2020;

- Improved roads and pavements (working with LCC)
- Cleaning streets, tackling dog fouling and litter/fly-tipping
- Improved transport links (congestion and Rail link) (working with LCC, Highways England and Greater Manchester)
- Returning derelict sites to use
- Reducing crime levels (working with the Police and community partners)
- Healthy communities (working with LCC, NHS and other care groups)

5.17 The Council's Corporate Strategy 2017-2020 will come to a future Cabinet for formal sign off once finalised.

5.18 Corporate Strategy Development Timeline
 Following this, workshops will take place with Management and with Cabinet to develop a new Corporate Strategy and new service area business plans. There will be a whole Council approach to developing and owning the strategy and plans, committing ourselves to the importance of strategies, business plans and performance Management. The new Corporate Strategy and new Performance Management Framework will be brought to Cabinet in July.

COMMENTS FROM STATUTORY OFFICERS:

6. SECTION 151 OFFICER

6.1 The setting of Council priorities should dictate how resources (financial or otherwise) are allocated. Members should ensure that all the Council's assets and resources are being used to promote and support its priorities.

7. MONITORING OFFICER

7.1 All implications are covered in the body of the report.

8. POLICY IMPLICATIONS AND CONSULTATION CARRIED OUT

8.1 As stated at point 5.1 to 5.3 open access consultation was carried out. Consultation has also been carried out with the cross part Overview and Scrutiny Task And Finish Group on Performance Management.

8.2 This has policy implications in the creation of a new Corporate Strategy 2017-2020. Both these documents are required.

8.3 An initial EIA has been conducted with no negative impact.

9. CONCLUSION

9.1 Overall, the results of the survey were positive about the Council and the services it provides.

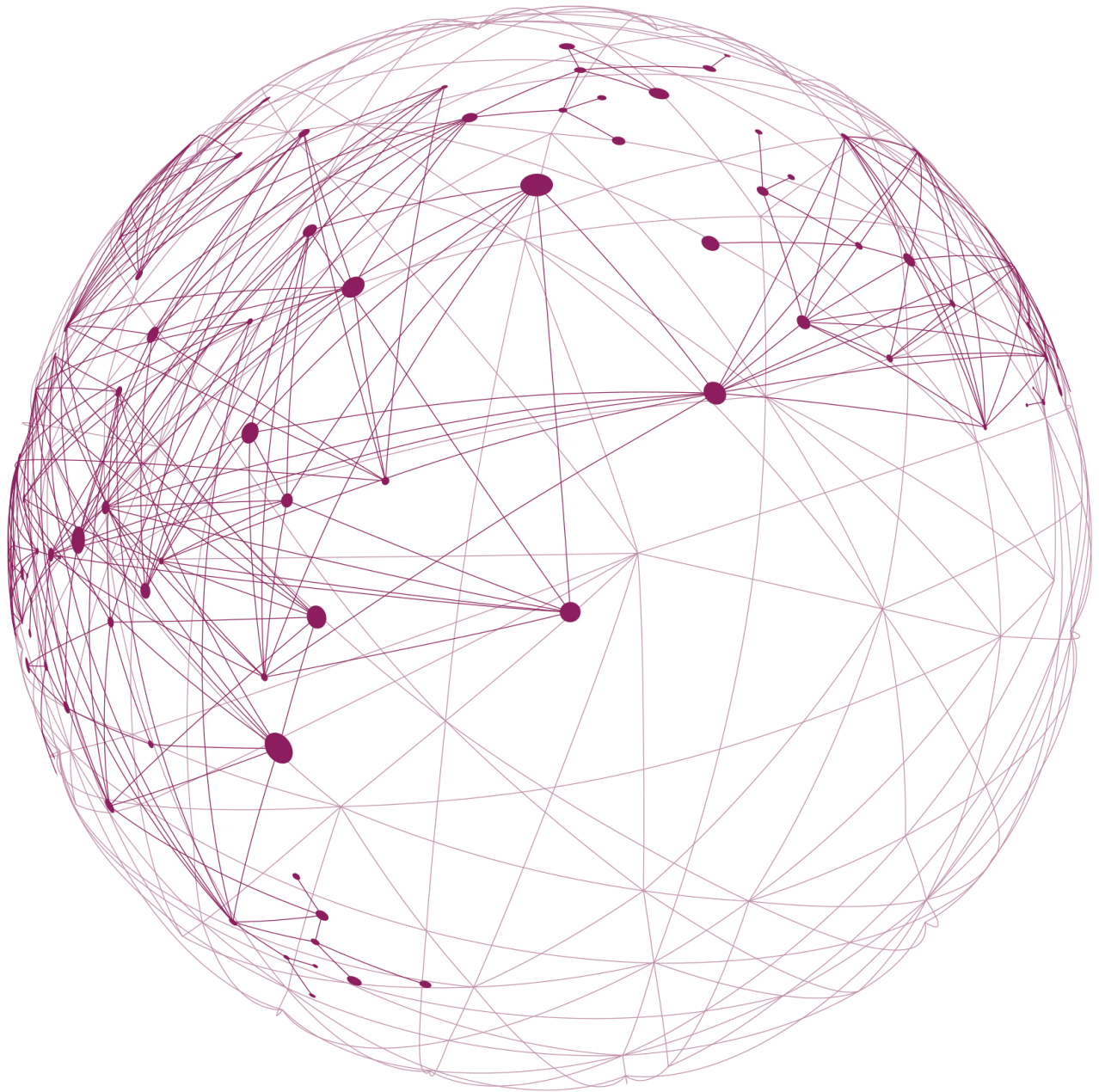
- The highest areas of satisfaction were seen in the services our Operations Department provide and countryside/open spaces.
- The highest areas of dissatisfaction were seen in road/ pavement conditions and dog fouling/irresponsible dog owners.

9.2 The Council needs a new Corporate Strategy and the results of the Resident Survey have provided useful in setting ourselves new priorities and a vision to align with our residents, our resources and the aim of the Council over the next three years.

Background Papers	
Document	Place of Inspection
Infusion Report on Response to Residents Survey	Attached as Appendix 1

Rossendale Borough Council

Residents' Survey Report



in:fusion

Rossendalealive
BOROUGH COUNCIL

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1. Executive Summary

Approach

- An open-access online and paper survey was available for local residents of Rossendale to complete over a six week period between 3 October and 13 November 2016
- **368 responses** were received, with the majority completed online

Living in Rossendale

- Low crime levels and health services are seen as the most important things in making where people live a good place
- Seven in ten respondents are very satisfied or satisfied with where they live
- 39% would definitely recommend Rossendale as a good place to live to others, whilst a further 45% 'possibly' would
- Roads and pavements are considered the issue most in need of improvement, followed by crime levels and clean streets
- More than three in four (77%) think road and pavement conditions in their area are a very or fairly big problem, whilst more than half think either irresponsible dog owners or irresponsible drivers are a problem
- Access to countryside is, by far, considered the best thing about living in Rossendale and it is also seen as the borough's strongest tourism offer with opportunities for walking, cycling and other outdoor activities

Views on the Council

- Service satisfaction (very satisfied or satisfied) is highest for countryside and open spaces (79%), recycling services (73%) and waste services (72%)
- Respondents are most dissatisfied with tackling dog fouling (43% dissatisfied or very dissatisfied) and keeping public land clear of litter and fly tipping (41% dissatisfied or very dissatisfied)
- When it comes to contacting the Council, satisfaction is highest for email contact with 63% very satisfied or satisfied
- Satisfaction levels are more mixed for telephoning the Council relative to other contact methods with 56% very satisfied or satisfied and 24% dissatisfied or very dissatisfied
- Waste collection is by far the most valued local service amongst respondents

Corporate Business Plan

- 'A clean, green and healthy Rossendale' is the biggest priority for respondents, closely followed by 'encouraging investment in Rossendale', when asked to rank four Council priorities
- 'Enhancing and promoting Rossendale' appears less of a priority relative to the others
- 'Working together to make Rossendale a better place for all' is the clear favourite amongst respondents when it comes to a new mission statement for the corporate business plan
- 'Rossendale: a cracking place to live' is the least favourite mission statement

Observations

- Low crime levels most important to respondents but this is also something which is high on the list of issues that they think need improving in their area
- Road and pavement conditions are both the area considered most in need of improvement and also the biggest problem for residents in their local area
- More than half of respondents think dog fouling/ irresponsible ownership is a problem in their area and tackling this is the highest level of dissatisfaction compared to all Council services
- Respondents not only think the access to countryside in Rossendale is the best thing about living in the borough but it also the biggest tourism opportunity for the area

2. Background and Methodology

Background

Councils all over the country are faced with decisions about how they deliver services in a period of reduced government funding. To help inform decisions about how services are delivered for local residents, Rossendale Borough Council commissioned Infusion, a public sector research service, to undertake a residents' survey.

Specifically the survey seeks to:

- Understand what is important to people about where they live;
- Better understand satisfaction with different council services;
- Gather local people's views on Council services;
- Gather local people's views on the Council as a whole; and
- Feed resident views into the development of the Council's Corporate Business Plan

Methodology

An online survey was developed and hosted on the Rossendale Borough Council website between 3 October and 13 November 2016, a period of 6 weeks. During this time a series of online marketing and communication was pushed out around the survey, including social media posts, press releases and e-newsletter articles.

In addition, paper surveys were made available in public buildings across the borough and promoted by frontline staff. This gave those residents who may not access the internet an opportunity to have their say.

In total, 368 responses were received to the survey which forms the basis of the findings within this report. 310 were online submissions whilst 58 were paper returns.

The open-access methodology adopted, giving all residents the opportunity to have their say, means this should be viewed as a consultation project rather than a controlled piece of research. Therefore the findings within this report may not necessarily be representative of all residents in the borough.

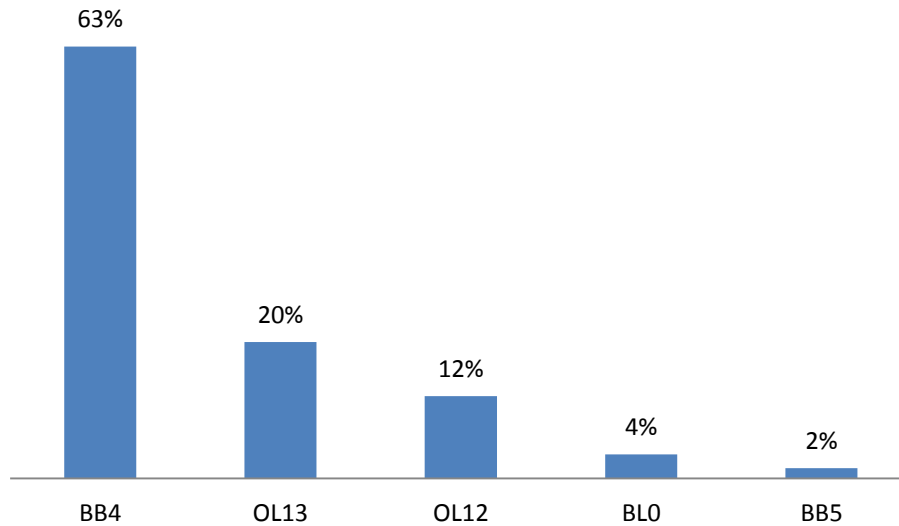
Due to the number of responses received, it is not possible to reliably analyse questions by different demographic categories. However, any significant differences are highlighted on a question-by-question basis.

Percentages within this report have been rounded to the nearest percent and may mean some totals do not equate to 100%.

Who responded?

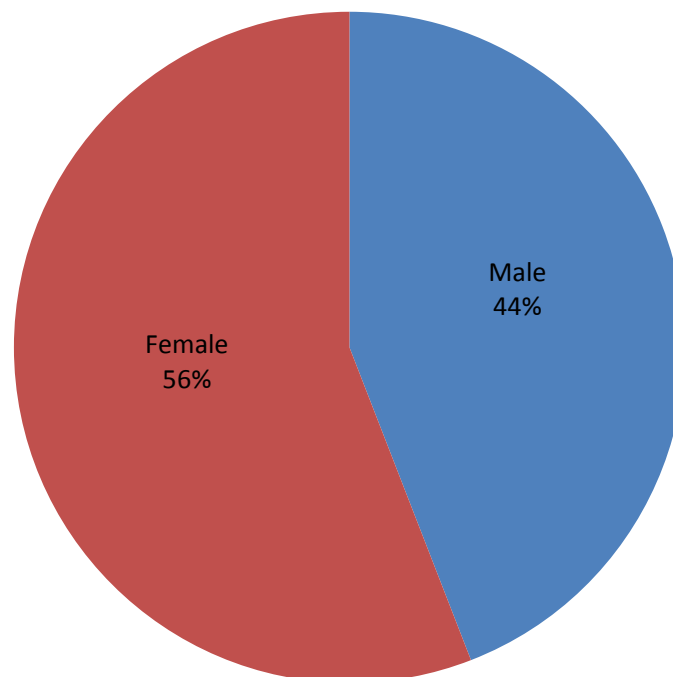
More than three in five (63%) of responses were from residents who live in the BB4 postcode area, with a further 20% of people living in OL13.

Figure 2.1: What is your postcode? (Base – 341)



More females than males responded to the survey. Comparatively, 51% of the Rossendale population are female.

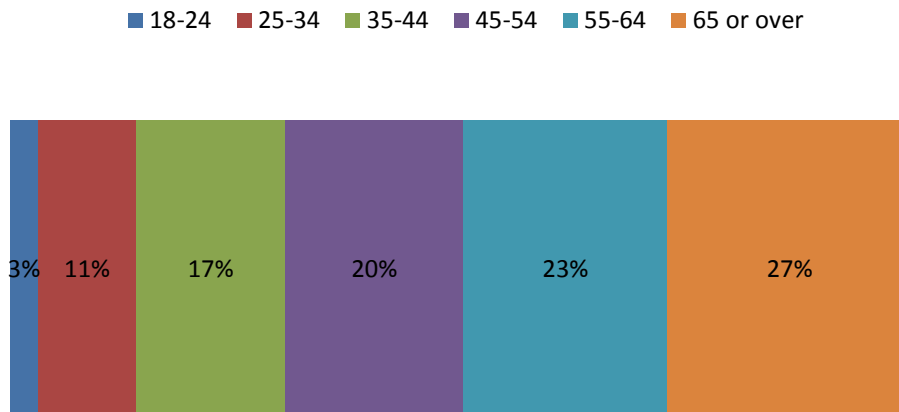
Figure 2.2: What is your gender? (Base – 354)



Just over a quarter of responses (27%) came from residents aged 65 or over. This is higher than the actual proportion of residents aged 65 or over (20%) in the 18+ borough population.

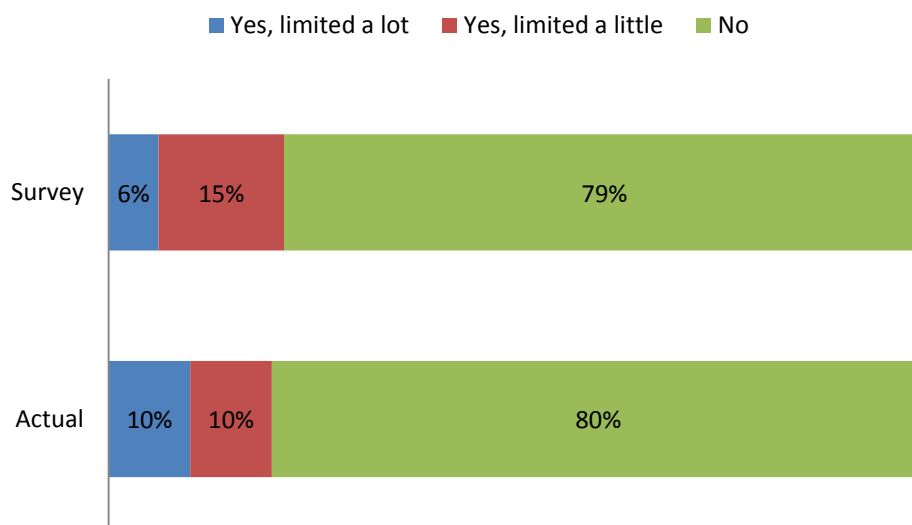
The 18 to 24 year old grouping is underrepresented with 3% of responses from this category compared to 10% of the actual 18+ borough population.

Figure 2.3: Which age group do you belong to? (Base – 358)



20% of respondents have a long-term illness or disability which limits them a little or a lot. This is in line with the actual borough population; however those with a disability which limits them ‘a lot’ are slightly underrepresented.

Figure 2.4: Do you consider yourself to have a limiting long-term illness or disability? (Base – 358)

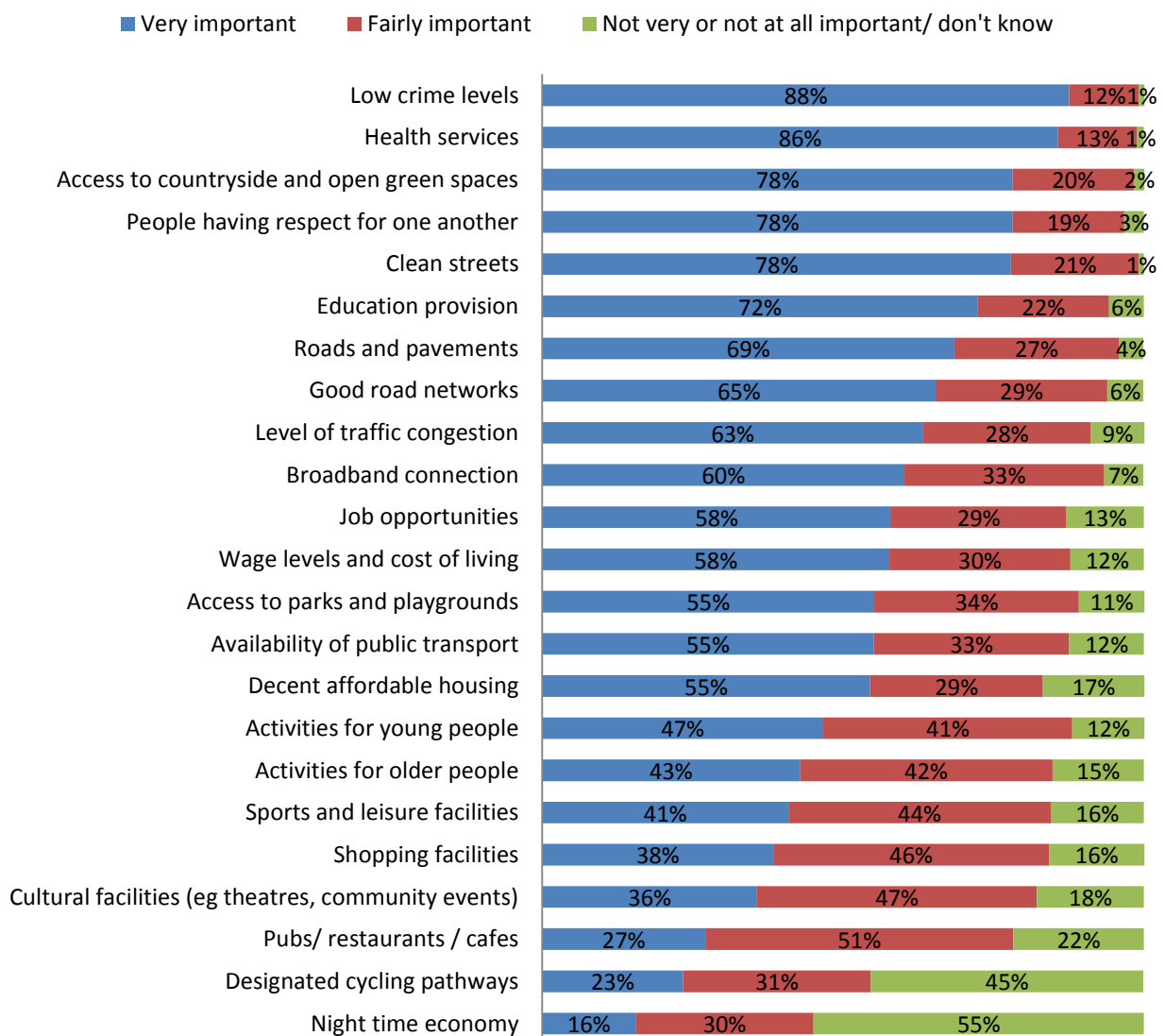


3. Living in Rossendale

Low crime levels and health services appear to be most important to residents when considering what makes where you live a good place. 88% consider low crime levels very important whilst 86% think health services are very important.

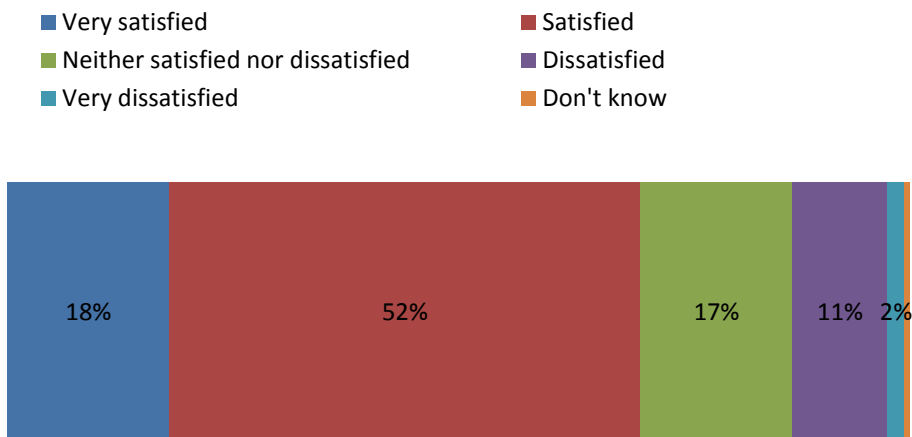
Night time economy and designated cycling pathways appear to be considered less important when it comes to making where they live a good place.

Figure 3.1: How important, if at all, are each of the following in making where you live a good place? (Base – 365)



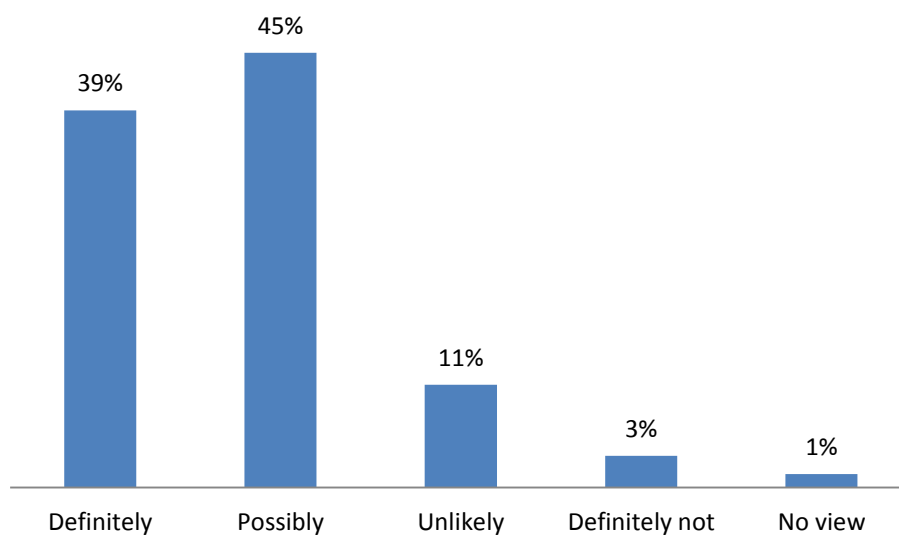
70% of respondents to the survey are very satisfied or satisfied with where they live and this rises to 75% amongst those aged 55 to 64 and 78% for those who live in the OL12 postcode area.

Figure 3.2: Overall, how satisfied or dissatisfied are you with where you live? (Base – 362)



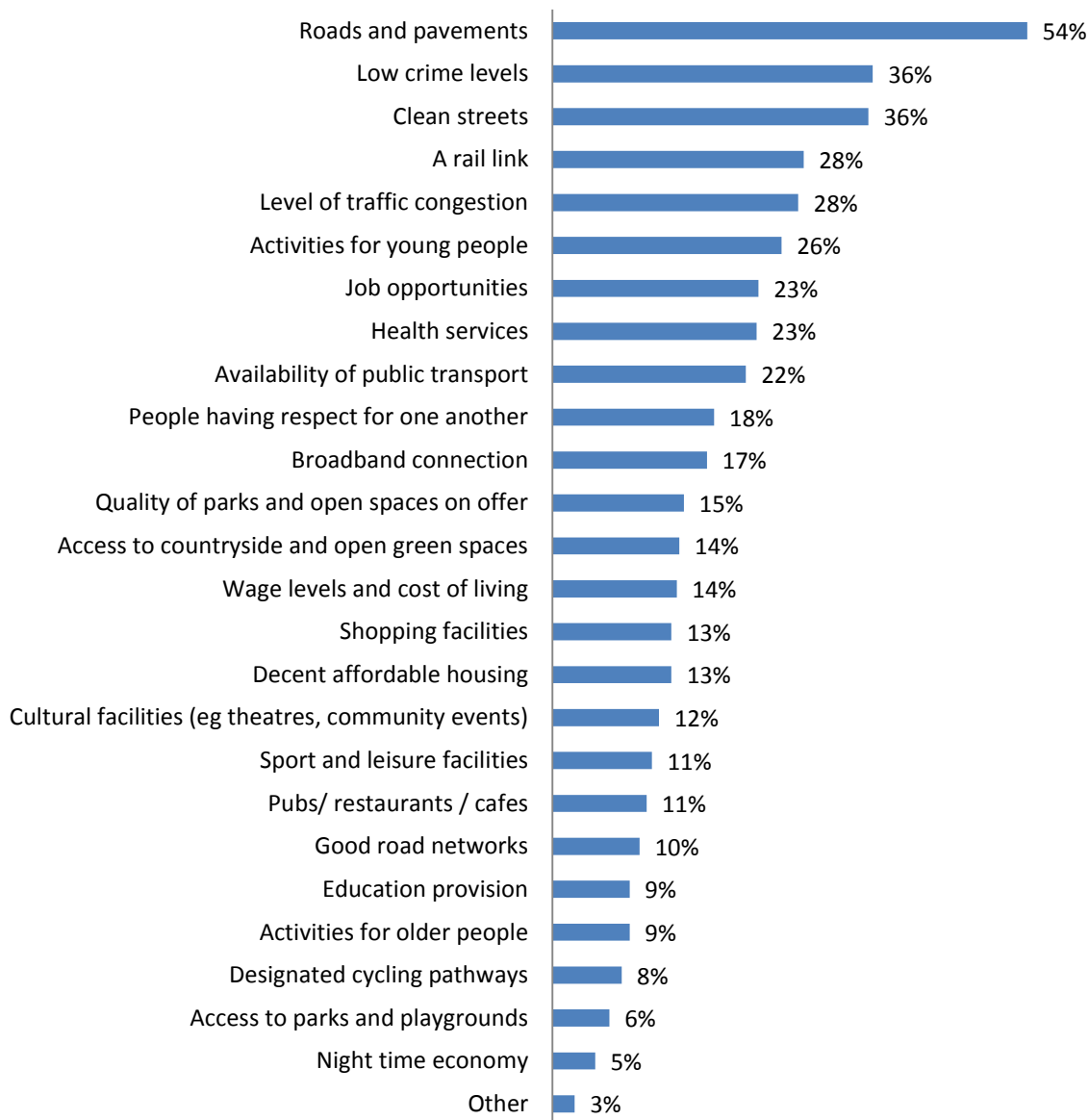
39% of respondents would definitely recommend Rossendale as a place to live, with a further 45% indicating that they possibly would. 48% of 35 to 44 year olds would definitely recommend Rossendale as a place to live.

Figure 3.3: Would you recommend Rossendale as a place to live? (Base – 364)



In terms of improvements in their area, respondents to the survey were most likely to indicate that roads and pavements are in need of improvement (54%). Crime levels (36%) and cleanliness of streets (36%) were also high up on the list of things that residents think most need improving in their area.

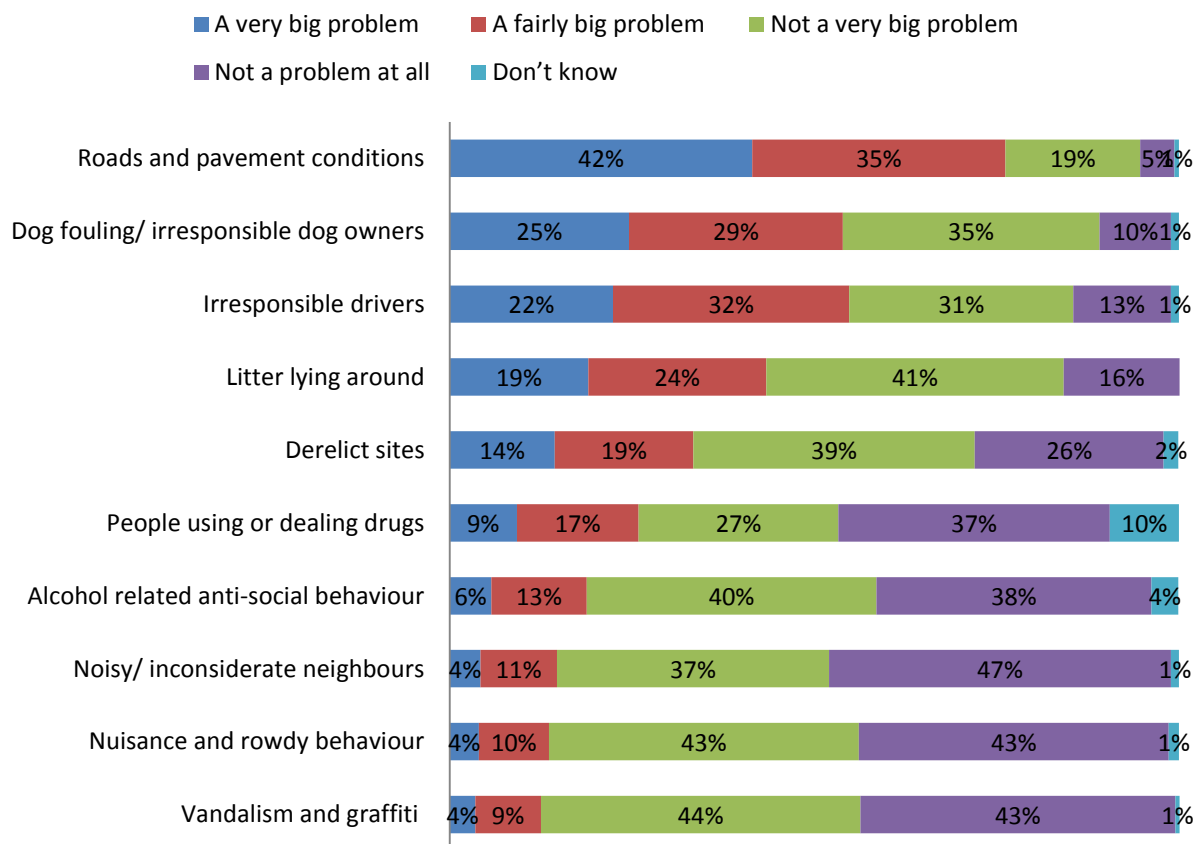
Figure 3.4: Which of these, if any, do you feel most need improving where you live? (Base – 357)



The survey asked respondents how much of a problem they consider a range of issues in their local area. 77% of people feel roads and pavement conditions are a very or fairly big problem in their area. Moreover, 54% think irresponsible drivers and irresponsible dog owners are a very or fairly big problem.

Relatively speaking, vandalism and graffiti and nuisance and rowdy behaviour are less of a problem in the borough.

Figure 3.5: Thinking about where you live, how much of a problem, if at all, do you think each of the following are? (Base – 358)

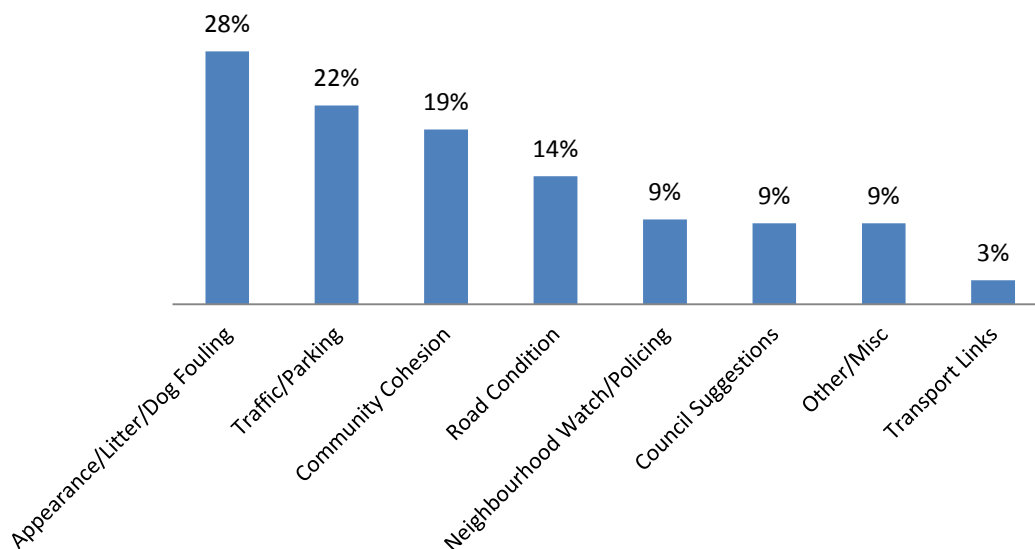


Respondents were then asked what one thing people in their street or neighbourhood could come together and improve. Of the 273 comments which have been categorised, 28% referred to coming together to tackle the appearance of where they live, specifically litter or dog fouling. A further 22% would look to come up with solutions to improve traffic and parking in their area. 19% focussed on a general sense of community spirit and cohesion in their area. 9% of comments were about very specific suggestions aimed at the council and public services, such as re-opening leisure centres and tackling empty properties, and a further 9% would like to see a neighbourhood watch scheme or other approach to mitigate crime and anti-social behaviour.

Comments included:

- “Make the overall tidiness of the area better - ie better grass cutting, planting, tidy pavements and good condition roads and walls etc”
- “Better parking arrangements - not parking over each other’s drives, double parking dumping cars wherever there is space”
- “More of a community - getting to know the neighbours better”
- “Neighbourhood Watch to improve security and helpfulness”

Figure 3.6: If people in your street or neighbourhood could come together and improve or achieve one thing, what would it be? (Base – 273)

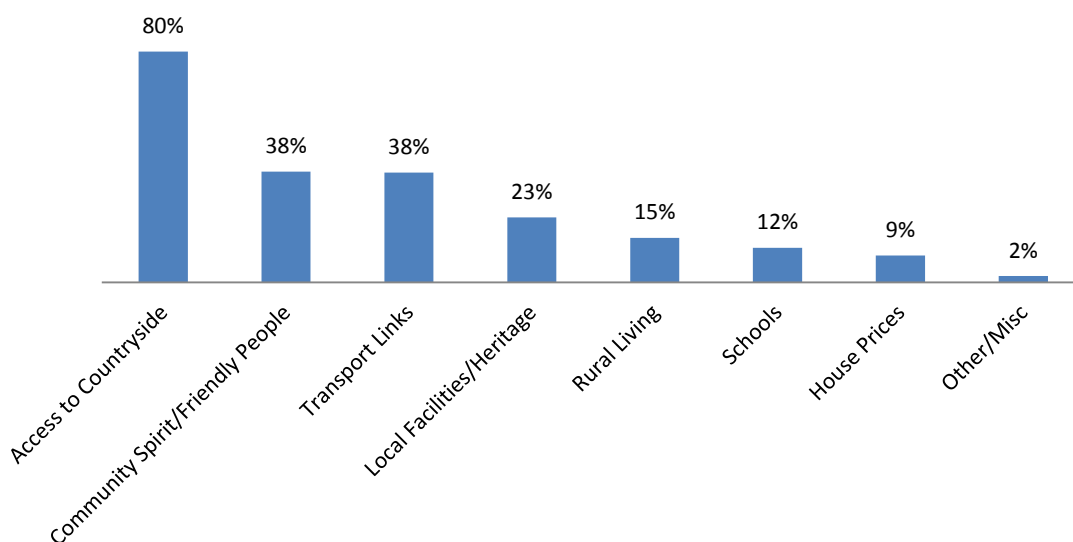


The next question asked respondents what the best things are about living in Rosendale. Four in five people who commented referred to the access to countryside. 38% of comments focused on either the friendly people/ community spirit in the area or the transport links.

Comments included:

- “Stunning scenery - surrounding countryside is amazing and easy to access”
- “Access to countryside and nature but close to the city also, great value housing”
- “Good friendly people”
- “On the most part people are very friendly and always ready to help”

Figure 3.7: If someone new to the local area asked you what the best things are about living in Rosendale, what would you tell them? (Base – 324)



When asked what they think Rossendale’s strongest tourism offer is, 60% of people who commented referred to the countryside and outdoor activities, in particular its suitability for walking, hiking and cycling. Moreover, some of these specifically referred to adrenalin activities.

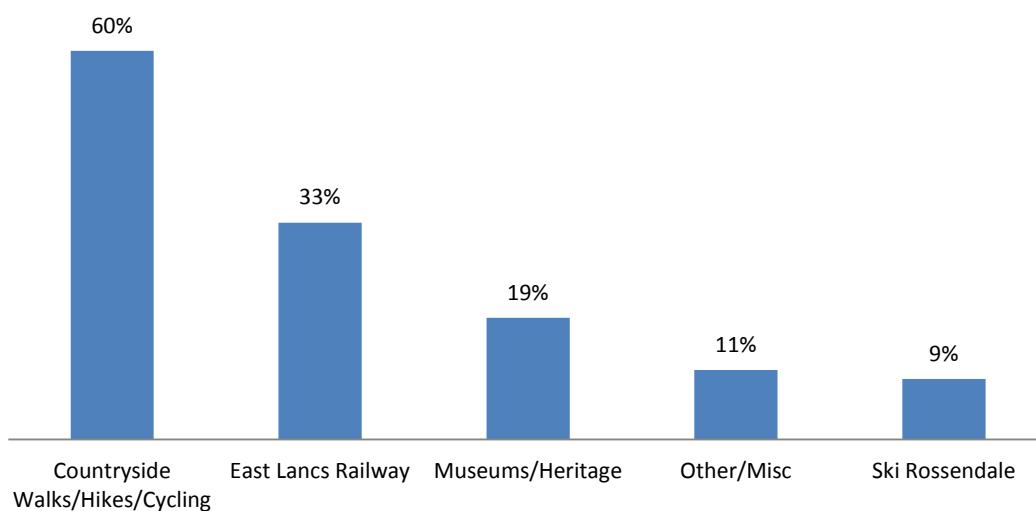
A third of comments related to the East Lancashire Railway and 19% commented on museums and heritage in the area, although some did use this as an opportunity to raise issues relating to museum closures.

‘Other’ comments ranged from the provision of local shops and nice towns to some negative or tongue-in-cheek comments about the area.

Comments included:

- “It's stunning scenery. More need to be done to encourage visitors to access it via walking, mountain biking , horse riding etc”
- “The East Lancs Railway including the 1940's weekends”
- “The area itself in terms of accessibility and natural beauty”
- “Adrenalin activities. Cycling. Riding, Walking / running off road. Ski slope. Adrenalin gateway.”

Figure 3.8: What do you think Rossendale’s strongest tourism offer is? (Base – 300)

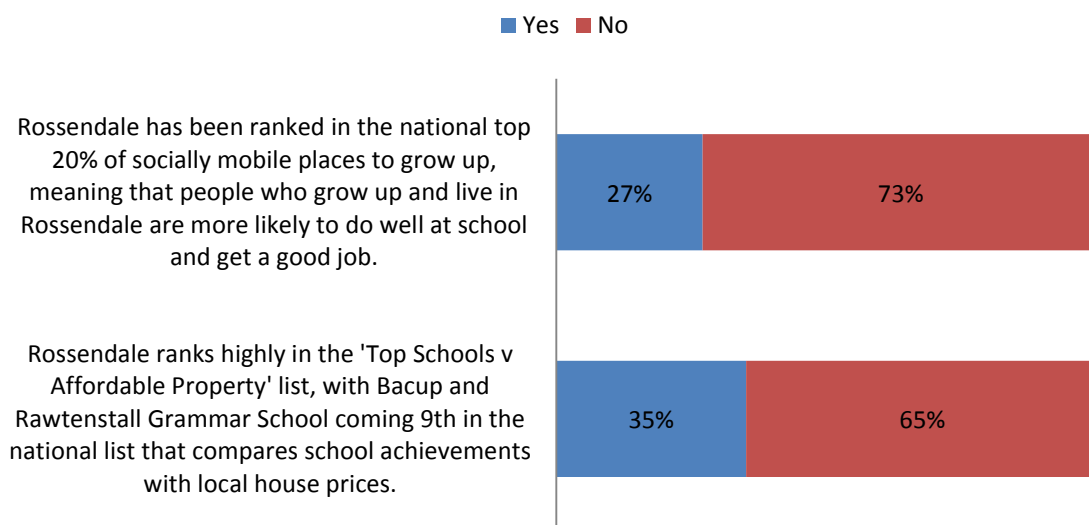


The survey asked respondents if they were aware of two statements relating to Rossendale. 27% knew that it had been ranked in the national top 20% of socially mobile places to grow up, whilst 35% knew that Bacup and Rawtenstall Grammar School came 9th in the national 'Top Schools v Affordable Property' list.

34% of residents aged 35 to 44 are aware of the national ranking for social mobility, although this drops to 20% amongst 45 to 54 year olds.

41% of respondents aged 65 or over are aware that the area ranks highly in the Top Schools v Affordability Property list, compared to 31% of 45 to 54 year olds.

Figure 3.9: Awareness statements about Rossendale (base – 364)



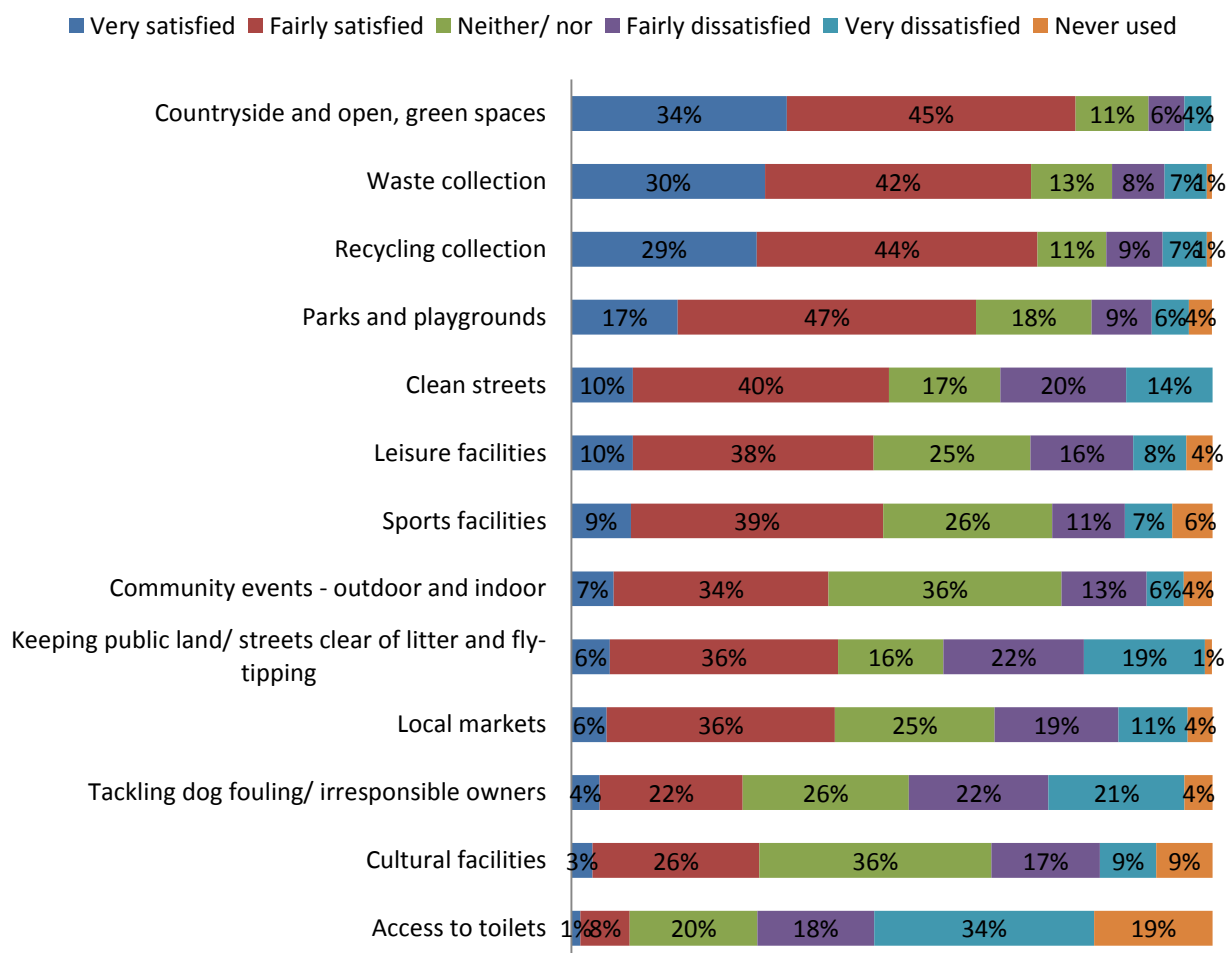
4. Views on the Council

79% of respondents are very or fairly satisfied with the countryside and open, green spaces facilities and services provided by the Council.

73% and 72% are very or fairly satisfied with recycling collection and waste collection services respectively.

The highest levels of dissatisfaction appear to be with tackling dog fouling (43% very or fairly dissatisfied) and keeping land/ streets clear of litter and fly tipping (41% very or fairly dissatisfied).

Figure 4.1: How satisfied or dissatisfied are you with each of the following services/ facilities provided by Rossendale Borough Council? (Base – 365)



Of those respondents who have used the different ways to contact the Council, 63% are very or fairly satisfied with email contact. 56% are very or fairly satisfied with the telephone contact they have had, whilst 24% are very or fairly dissatisfied.

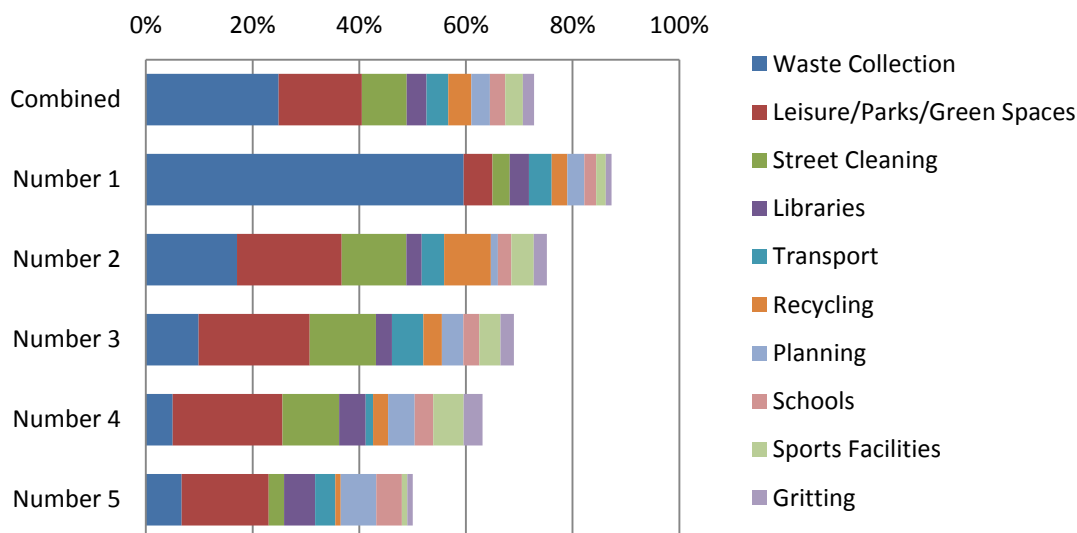
Figure 4.2: How satisfied or dissatisfied are you with the following ways that you can contact Rossendale Borough Council? (Base – 296)



The most valued service in Rossendale by some distance is waste collection. 60% of respondents identified waste collection as their number one most valued service. Other services which seem to be valued by residents are leisure and green spaces services and street cleaning.

Some services identified are not delivered by the Borough Council, including libraries and schools.

Figure 4.3: What are the top five services provided by Rossendale Borough Council that you value most? (Base – 277)



Respondents were given the opportunity to comment on the services that the Council delivers. Because of the wide ranging responses received to this question it has not been possible to effectively categorise. But the main themes emerging from the comments include:

- A mix of views on the Council, from sympathy with the challenge of delivering the same services on a reduced budget to some negative comments about the way services are delivered
- Some comments noting the impact of the cuts on the services they receive, from call/ contact waiting times to the scale/ frequency of a service
- Some positive feedback on the Council services they had experienced, including the quality of service and level of customer service
- Specific comments about online access and services, including suggestions for better online processes and systems
- Some comments about wider public services not delivered by Rossendale Borough Council

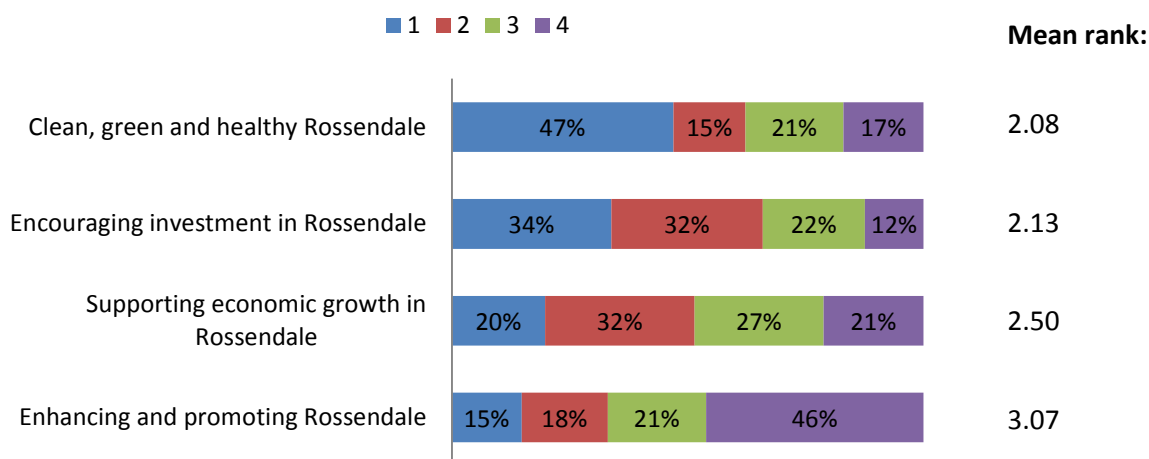
Following this, respondents were invited to make suggestions for transforming services or the local area. Again, the varied response received to this question was not conducive to any meaningful coding to quantify the themes. Suggestions though included:

- Ideas for making savings, including a review of salaries and expenses and looking to merge with other nearby authorities or to become a unitary authority
- Ideas for increasing income through fees and charges, such as fines for littering and dog fouling
- Areas for investment in the area, with a mixed view on housing developments
- Specific comments about public transport, particularly the benefits of a train connection to Manchester and the need to improve local bus services
- Tourism suggestions following on from earlier questions, including better cycle routes and pathways and putting on more events to attract visitors
- Specific ideas about waste and recycling services, including improving or adding to existing refuse sites and some feedback on more specific elements of the service like where bins are left after collection
- Other ideas included tackling empty properties and looking to harness volunteering to deliver and support local services

5. Corporate Business Plan

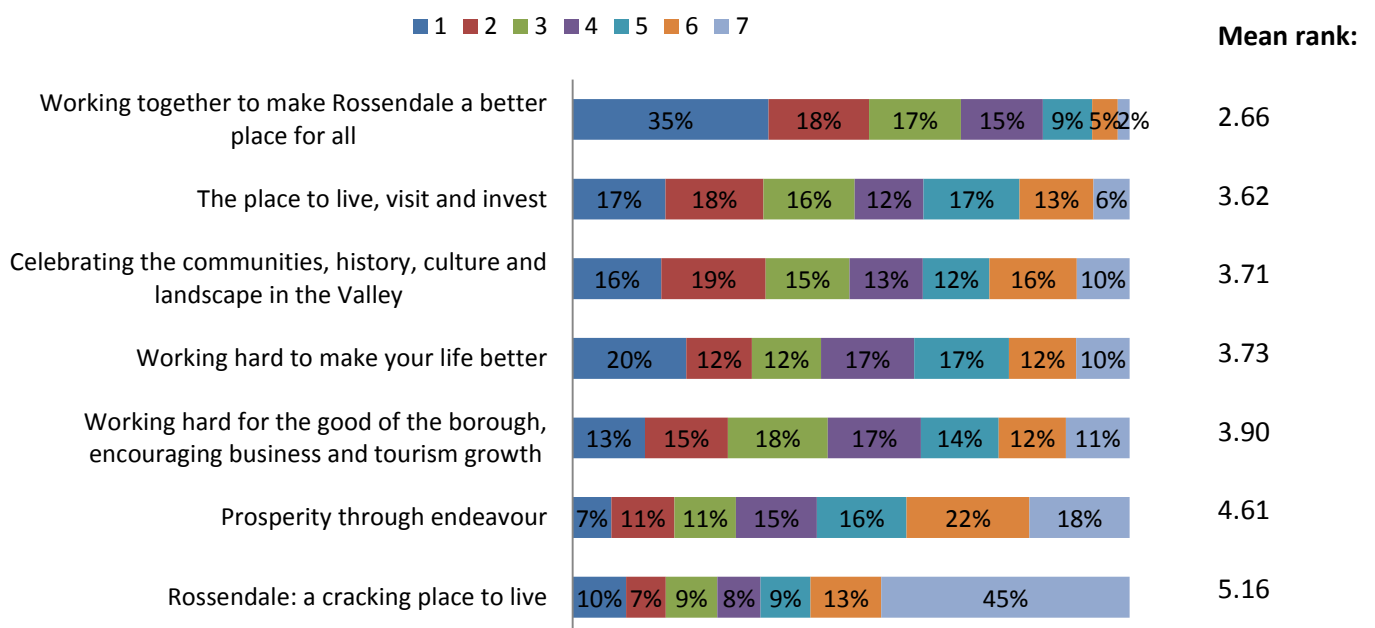
The Council wanted to find out what local residents think of the Corporate Business Plan and the priorities and vision for the area. Respondents were asked to rank four corporate priorities in order of importance when shaping the new business plan, with 1 being most important and 4 being least important. A 'clean, green and healthy Rossendale' had the highest ranking of importance, both in terms of mean ranking but also the percentage of respondents who identified it as their number one.

Figure 5.1: Please rank the following from 1 to 4 on how important you think they are in shaping our new business plan (base – 347)



The Council presented seven options for a new vision/ mission statement for the borough and asked respondents to again rank these, with 1 being their favourite and 7 being their least favourite. The favourite mission statement amongst respondents is 'working together to make Rossendale a better place for all'. 35% ranked this as their number one. 45% of respondents ranked 'Rossendale: a cracking place to live' as their least favourite mission statement.

Figure 5.2: Please rank the following from 1 to 7 in terms of your preference (base – 327)



INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Response to Resident Survey – Informing the Council’s Corporate Strategy	
Lead Officer Name(s) & Job Title(s) :	Katie Gee, Media and Engagement Officer	
Department/Service Area:	People and Policy	
Telephone & E-mail Contact:	01706 252454	
Date Assessment:	Commenced: 05.01.2017	Completed: 06.01.2017

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

The main aims/objectives of this policy¹ are:
To report on the response to the Resident Survey consultation that was carried out. These results are to be used to inform the vision and priorities of the Council for its new Corporate Strategy 2017-2020. This strategy will then set out goals the Council wishes to achieve, in relation to priorities identified by residents, and help the council become successful in providing and maintaining high quality, value for money services for Rossendale.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)
 New/proposed Modified/adapted Existing

INTERNAL ONLY
MANAGEMENT ACTION REQUIRED (to be completed by the relevant Head of Service following review by Management Team / Programme Board)

- Outcome of EIA agreed/approved by Management Team / Programme Board:
 Yes No
- Is a full EIA required Yes No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: (date)

Signed:..... (Head of Service / Director) Date:

Date of Review²:

[To be completed by Lead Officer]

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>		X
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>		X
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>		X
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>		X
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>		X
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>		X
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>		X
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>		X
	White British	<input type="checkbox"/>	<input type="checkbox"/>		X
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>		X
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>		X
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>		X
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>		X
Sex	Women	<input type="checkbox"/>	<input type="checkbox"/>		X
	Men	<input type="checkbox"/>	<input type="checkbox"/>		X
Sexual Orientation	Gay men, gay women / lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		X
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>		X
Contribution to equality of opportunity		X	<input type="checkbox"/>	The report sets out resident survey responses to inform the Councils' priorities and vision for a new Corporate Strategy.	<input type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)		X	<input type="checkbox"/>	The report sets out responses aims to set a strategy which will benefit residents and foster good relations.	<input type="checkbox"/>
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&		<input type="checkbox"/>	<input type="checkbox"/>		X

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
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