

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham City Council Plan 2018 - 2022
Directorate	Economy
Service Area	Economy - Corporate Strategy Team
Type	New/Proposed Policy
EA Summary	The Birmingham City Council Plan 2018- 2022 is a Statement summary of Birmingham City Councils priorities for the council and the high level measures that will be used to monitor progress against the Council Plan.
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The purpose of the Council Plan 2018 - 2022 is to set the strategic context , priorities , outcomes and performance measures for the city council. It seeks for Birmingham to be a city of growth where every child, citizen and place matters

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Relevant	No
Marriage Civil Partnership	Relevant	No
Pregnancy And Maternity	Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Relevant	No

2.4 Analysis on Initial Assessment

The Birmingham City Council Plan 2018 -2022 seeks for Birmingham to be a city of growth where every child, citizen and place matters. It has five outcomes which it wants to achieve

>Birmingham is a great city to learn, work and invest in - where everyone can have opportunities to realise their potential through lifelong learning, skills and good jobs and through investment provide better places for people to live in and for businesses to prosper.

>Birmingham is a great city to grow up in - responding to our profile as the youngest city in Europe to give all children from every background and community the best start in life with a key pathway to achieve success.

>Birmingham is a great city to age well - we want citizens to live longer , healthier and more active lives.

>Birmingham is a great city to live in- a city of flourishing neighbourhoods with good quality housing, clean air, safe streets and clean air.

>Birmingham residents gain the maximum benefit from hosting the Commonwealth Games.

Achieving our outcomes for every child citizen and place would bring positive benefits over time. We know that the opportunities and benefits of living in Birmingham are not shared by everyone with some groups and places experiencing particular disadvantage.

Therefore our Council Plan states that it will work to achieve greater equality and to promote the needs of all our citizens and our workforce - reflecting diversity.

This council plan is expected to be positively felt by people and communities across Birmingham and does not specifically distinguish between those with or without the protected characteristics. However through our measures, through the outcomes we seek, our collaborative approach across partners and communities.

communities who are experiencing disadvantage should receive tailored and targeted support and interventions.

This Council Plan sets the high level direction and beneath this will be directorate plans and associated performance measures and associated consultation. Any policies, programmes and projects arising from the high level strategic direction will also be subject to Equality Analysis to determine whether there are any adverse impacts on those with protected characteristics

Work In Progress

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Concluding Statement on Full Assessment

4 Review Date

22/06/22

5 Action Plan

There are no relevant issues, so no action plans are currently required.

Work In Progress