

# Equality Impact Assessment

**Reference No: Draft  
Corporate Plan 2022 to  
2026**



## APPENDIX 2: EQUALITY IMPACT ASSESSMENT

<b>Title of proposed EIA</b>	Draft Corporate Plan 2022-2026
<b>Reference No</b>	EQUA948
<b>EA is in support of</b>	Previous plan titled Council Plan 2018-22 and Delivery Plan 2020-22
<b>Review Frequency</b>	Minimum of each new four-year plan. Will be conducted with any refreshed plans within the period.
<b>Date of first review</b>	23/06/2022
<b>Directorate</b>	Council Management / Strategy, Equalities and Partnerships
<b>Division</b>	Programmes, Performance and Improvement / Insight, Partnerships and Strategy
<b>Service Area</b>	
<b>Responsible Officer(s)</b>	Programmes, Performance and Improvement / Insight, Partnerships and Strategy Teams
<b>Quality Control Officer(s)</b>	Rebecca Hellard / Richard Brooks
<b>Accountable Officer(s)</b>	Rebecca Hellard / Richard Brooks
<b>Purpose of proposal</b>	The Corporate Plan replaces the Council Plan 2018-22 and Delivery Plan 2020-22 and presents a refreshed set of priorities for 2022-2026 that reflect the context we are now operating in, addressing the impact of the Covid-19 pandemic, tackling inequality and supporting the 'levelling up' of the city.
<b>Data sources</b>	Relevant reports/strategies/programmes and relevant research.
<b>Please include any other sources of data</b>	The priorities within the draft Corporate Plan reflect strategic direction and intent set out in a range of delivery plans and strategies including Route to Zero Plan, City of Nature Plan, Economic Recovery Strategy, Future City Plan, Transport Plan, Homelessness Prevention Strategy, East Birmingham Inclusive Growth Strategy, , The Budget and Medium-Term Financial Plan, Workforce Strategy, ICT & Digital Strategy, Transformation Programme and Everyone's Battle, Everyone's Business (the action plan to address inequalities within our organisation and through our civic leadership).
<b>Initial impact assessment</b>	<p>The Corporate Plan is a high-level strategic document setting out the council's vision and priorities. It recognises tackling inequalities as a high priority for the Council and puts tackling inequalities at the heart of our mission and at the centre of everything we do.</p> <p>The Plan is a high-level document intended to provide the context and framework for the council's strategic planning, decision-making, budget deployment and further transformation activity.</p>

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	<p>A range of current and new delivery plans, strategies and programmes will help delivery the Corporate Plan priorities and will have their own equality assessment</p> <p>There is a vision within the Plan to make Birmingham a city where all citizens share in the creation and benefits of sustainable economic growth and can live longer, healthier, and happier lives.</p> <p>This vision is reflected throughout the whole plan and can be clearly seen in the council's mission statement (to support, serve and level up) and in the role the council will play in responding to the six grand challenges:</p> <ul style="list-style-type: none"><li>• Unemployment, skills, and the local economy</li><li>• Opportunities for children and young people</li><li>• Community resilience, cohesion and living standards</li><li>• Health and wellbeing</li><li>• Climate Emergency</li><li>• Equality and inclusion</li></ul> <p>The Council will respond to these grand challenges by focusing on our transformation, delivery, enabling and influencing activity as one council to <i>Be Bold</i> and to achieve a:</p> <ul style="list-style-type: none"><li>• <b>Bold Prosperous Birmingham:</b><ul style="list-style-type: none"><li>○ Support inclusive economic growth.</li><li>○ Tackle unemployment.</li><li>○ Attract inward investment and infrastructure.</li><li>○ Maximise the benefits of the Commonwealth Games.</li></ul></li><li>• <b>Bold Inclusive Birmingham:</b><ul style="list-style-type: none"><li>○ Tackle poverty and inequalities.</li><li>○ Empower citizens and enable the citizen voice.</li><li>○ Promote and champion diversity, civic pride and culture.</li><li>○ Support and enable all children and young people to thrive.</li></ul></li><li>• <b>Bold Safe Birmingham:</b><ul style="list-style-type: none"><li>○ Make the city safer.</li><li>○ Protect and safeguard vulnerable citizens.</li><li>○ Increase affordable, safe, green housing.</li><li>○ Tackle homelessness.</li></ul></li><li>• <b>Bold Healthy Birmingham:</b><ul style="list-style-type: none"><li>○ Tackle health inequalities.</li><li>○ Encourage and enable physical activity and healthy living.</li><li>○ Champion mental health.</li><li>○ Improve outcomes for adults with disabilities and older people.</li></ul></li></ul>
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	<ul style="list-style-type: none"> <li>• <b>Bold Green Birmingham:</b> <ul style="list-style-type: none"> <li>○ Improve street cleanliness.</li> <li>○ Improve air quality.</li> <li>○ Continue on the Route to Net Zero.</li> <li>○ Be a City of Nature.</li> </ul> </li> </ul> <p>They reflect the context we are now operating in, addressing the impact of the COVID-19 pandemic, tackling inequality, and supporting the 'levelling up' of the city.</p> <p>It also promotes, champions and advocates diversity through the implementation of our <i>Everyone's Battle, Everyone's Business</i> action plan to embed a focus on diversity and tackling inequalities in everything we do. We will lead by example as an employer, including addressing the current imbalance in gender and Black Asian minority representation across all levels of the organisation.</p> <p>Overall, the plan is inclusive and achieving our vision and priorities set out will bring positive benefits to every child, citizen and place.</p> <p>It is supported by a wide range of strategies, policies and programmes, each with their own equality assessment.</p>
<b>Protected characteristic: Age</b>	Not applicable
<b>Age details:</b>	N/A
<b>Protected characteristic: Disability</b>	Not applicable
<b>Disability details:</b>	N/A
<b>Protected characteristic: Gender</b>	Not applicable
<b>Gender details:</b>	N/A
<b>Protected characteristics: Gender Reassignment</b>	Not applicable
<b>Gender reassignment details:</b>	N/A
<b>Protected characteristics: Marriage and Civil Partnership</b>	Not applicable
<b>Marriage and civil partnership details:</b>	N/A
<b>Protected characteristics: Pregnancy and Maternity</b>	Not applicable
<b>Pregnancy and maternity details:</b>	N/A

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<b>Protected characteristics: Race</b>	Not applicable
<b>Race details:</b>	N/A
<b>Protected characteristics: Religion or Beliefs</b>	Not applicable
<b>Religion or beliefs details:</b>	N/A
<b>Protected characteristics: Sexual Orientation</b>	Not applicable
<b>Sexual orientation details:</b>	N/A
<b>Socio-economic impacts:</b>	There are priorities in the Plan that seek to have a socio-economic impact such as tackling unemployment, increasing affordable housing tackling poverty, and supporting young people to thrive
<b>Please indicate any actions arising from completing this screening exercise</b>	The draft Corporate Plan sets out the high-level direction and beneath this will be directorate plans and associated performance measures. Any strategies and programmes arising from high level strategic direction will also be subject to equality assessment to determine whether there are any adverse impacts on those with protected characteristic.
<b>Please indicate whether a full impact assessment is recommended</b>	No
<b>What data has been collected to facilitate the assessment of this policy/ proposal?</b>	The draft Corporate Plan has been informed by an analysis of current plans and strategies, Delivery Plan and transformation programme.
<b>Consultation analysis</b>	The context for the Corporate Plan has been engaged on through CLT, ECLT, informal cabinet and O&S, and the five main themes and priorities in the draft Corporate Plan were included in the Financial Plan.
<b>Adverse impact on any people with protected characteristics</b>	No
<b>Could the policy/proposal be modified to reduce or eliminate any adverse impact?</b>	The Corporate Plan will be reviewed annually to assess whether any changes to priorities are required.
<b>How will the effect(s) of this policy/proposal on equality be monitored?</b>	The activities and measures identified to measure success of the draft Corporate Plan vision and priorities will be reported to

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	Cabinet on a quarterly basis and form part of the council's Performance Management Framework.
<b>What data is required in the future?</b>	None
<b>Are there any adverse impacts on any particular group(s)</b>	No
<b>If yes, please explain your reasons for going ahead</b>	N/A
<b>Initial equality impact assessment of your proposal</b>	An assessment is next conducted when a refreshed plan is produced.
<b>Consulted People or Groups</b>	
<b>Informed People or Groups</b>	
<b>Summary and evidence of findings from your EIA</b>	<p>The Council Plan 2018 – 2022 focused on wanting to achieve six outcomes:</p> <ul style="list-style-type: none"> <li>• Birmingham is an entrepreneurial city to learn, work and invest in</li> <li>• Birmingham is an aspirational city to grow up in</li> <li>• Birmingham is a fulfilling city to age well in</li> <li>• Birmingham is a great city to live in</li> <li>• Birmingham residents gain the most from hosting the Commonwealth Games</li> <li>• Birmingham is a city that takes a leading role in tackling climate change</li> </ul> <p>The draft Corporate Plan reinstates our commitment to tackling inequalities, ensuring it is at the heart of our mission and the thread that runs through everything the council does as it plays its role in responding to six 'grand challenges' facing the city.</p> <p>The previous outcomes have been reframed to address the 'grand challenges' facing the city and reflect the context we are now operating in (addressing the impact of the Covid-19 pandemic, tackling inequality and supporting the 'levelling up' of the city), focusing our delivery on achieving:</p> <ul style="list-style-type: none"> <li>• A Bold <i>Prosperous</i> Birmingham</li> <li>• A Bold <i>Inclusive</i> Birmingham</li> <li>• A Bold <i>Safe</i> Birmingham</li> <li>• A Bold <i>Healthy</i> Birmingham</li> <li>• A Bold <i>Green</i> Birmingham</li> </ul> <p>The draft Corporate Plan also promotes, champions and advocates diversity and implementation of our <i>Everyone's Battle, Everyone's Business</i> action plan to embed a focus on embedding</p>

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	<p>diversity and tackling inequalities in everything we do. We need to lead by example as an employer, including addressing the current imbalance in gender and Black Asian minority representation across all levels of the organisation.</p> <p>Overall, it is an all-inclusive plan that will tackle inequality and promote the needs of all our citizens and our workforce, reflecting on diversity. Achieving our vision and priorities set out will bring positive benefits to every child, citizen and place.</p> <p>The draft Corporate 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 characteristic.</p> <p>This high-level plan is supported by a wide range of strategies, policies and programmes, each with their own equality assessment.</p>	
<b>Submit to the Quality Control Officer for reviewing?</b>		
<b>Quality Control Officer comments</b>		
<b>Decision by Quality Control Officer</b>	Rebecca Hellard and Richard Brooks	
<b>Submit draft to Accountable Officer?</b>		
<b>Decision by Accountable Officer</b>	Rebecca Hellard	Richard Brooks
<b>Date approved / rejected by the Accountable Officer</b>	8 <sup>th</sup> July 2022	12 <sup>th</sup> July 2022
<b>Reasons for approval or rejection</b>		