

Template to Accompany any Late Reports**PUBLIC**

Report to: CABINET
Report of: The Chief Executive
Date of Decision: 26 June 2018
SUBJECT: Birmingham City Council Plan 2018-2022

Key Decision: Yes / ~~No~~ **Relevant Forward Plan Ref:** 005193/2018
If not in the Forward Plan: Chief Executive approved
(please "X" box) O&S Chair approved
Relevant Cabinet Member(s) or The Leader
Relevant Executive Member:
Relevant O&S Chair: Councillor John Cotton
Wards affected: ALL

REPORT

* To be completed for all late reports, i.e. which cannot be despatched with the agenda papers i.e. 5 clear working days' notice before meeting.

Reasons for Lateness

The refresh and development of the Council Plan vision, outcomes, priorities and key performance indicators could not commence until the outcome of the May elections and subsequent ruling group's AGM were known. The time available following the outcome of the AGM to prepare, internally consult and debate the priorities and indicators was constrained, thus causing the report to be late for send out.

BIRMINGHAM CITY COUNCIL

PUBLIC REPORT

Report to: CABINET
Report of: CHIEF EXECUTIVE
Date of Decision: 26th June 2018
SUBJECT: BIRMINGHAM CITY COUNCIL PLAN 2018-2022
(FORWARD PLAN NUMBER: 005193/2018)

Key Decision:

If not in the Forward Plan:
(please "X" box)

Chief Executive approved

O&S Chairman approved

Relevant Cabinet Member(s) or

COUNCILLOR IAN WARD, LEADER

Relevant Executive Member :

Relevant O&S Chair:

Cllr John Cotton

Wards affected:

ALL

1. Purpose of report:

- 1.1 This report seeks authority from Cabinet to agree the Council Plan 2018–2022.
- 1.2 It sets out the Council's vision, outcomes, priorities and council performance measures for the next four years.

2. Decision(s) recommended:

That Cabinet:

- 2.1 Approve the Council Plan 2018-2022 as the overarching plan for the Council's medium term planning framework which will inform detailed action planning by services.
- 2.2 Approve the measures set out in the Council Plan 2018-2022.

Lead Contact Officer(s):

Jonathan Tew, Assistant Chief Executive

Telephone No: 0121 303 3168 **Email Address:** jonathan.tew@birmingham.gov.uk

3. Consultation:

3.1 Internal

3.1.1 The Council Plan outcomes, priorities and performance measures were developed through a series of internal planning workshops, namely:

- Extended Leadership Team (ELT) planning workshop.
- Corporate Management Team (CMT) subsequent review and evaluation.
- The Executive Management Team (EMT) held bespoke extended sessions. These included a workshop to consider, reflect and take account of: detailed analysis and insight on the "State of the City", (this included information on the demographic, social, economic challenges and strengths across Birmingham); the latest residents' feedback on priorities and concerns; and the results from the previous years' budget consultation. This was followed by bespoke sessions to debate and develop the outcomes, priorities and measures in the light of the first session.

3.2 External

- 3.2.1 Please see 3.1.1. The strategic outcomes and priorities have been informed by the residents' survey and the results of previous extensive budget consultations, where residents had identified what was most important to them. Further consultation on the allocation of future resources against priorities will take place in the autumn.

4. **Compliance Issues:**

4.1 Are the recommended decisions consistent with the Council's policies, plans and strategies?

- 4.1.1 The Council Plan 2018-22 provides a refreshed statement of outcomes, key priorities and high level performance measures to be used to develop the Council's policies, plans and strategies.

4.2 Financial Implications

(Will decisions be carried out within existing finances and Resources?)

- 4.2.1 There are no direct financial implications arising from this report although the Council Plan 2018–22 will provide the framework against which resource allocation and spending decisions will be made in the future.

4.3 Legal Implications

- 4.3.1 There are no legal implications arising from this report.

4.4 Public Sector Equality Duty (see separate guidance note)

- 4.4.1 The Council Plan 2018-22 commits the Council to act to ensure that every child, citizen and place matters. Birmingham City Council will address the many challenges the city of Birmingham faces, such as higher than average levels of employment, homelessness and child poverty. The analysis of these challenges and opportunities plots how issues need to be addressed at several stages of citizens' lives. Equality is acknowledged as one of the key ways in which we work. Birmingham's diversity of culture, faith and ethnicity means that the city will strive to be a place where all live, work and play together and value and respect difference.

5. **Relevant background/chronology of key events:**

- 5.1.1 The Council Plan outcomes, priorities and measures were developed through dedicated intensive workshops with both senior managers of the Council and Cabinet Members during May and the beginning of June. The outcomes, priorities and measures which will enable the City Council to realise its vision were developed through an iterative process of drafting and refinement through this internal consultation.

- 5.1.2 The Council Plan 2018-2022 sets out the following overarching ambition: "Birmingham - a city of growth where every child, citizen and place matters",

There are five outcomes which the city wants to achieve.

1. **“Birmingham is a great city to learn, work and invest in.** We want a city that invests in its people so that everyone can have opportunities to realise their potential through lifelong learning, skills and good jobs. We want to invest in the buildings and transport connections of our city to provide better places to live and work and enable businesses to prosper. HS2 will be a key milestone in the city’s development and we must make the most of this opportunity to boost our economy”.
2. **“Birmingham is a great city to grow up in.** We want to respond to our unique profile as the youngest city in Europe to give all children from every background and community the best start in life with a clear pathway to achieve success and realise their full potential”
3. **“Birmingham is a great city to age well in.** We want citizens to live more active, longer, healthier and independent lives. We want to reduce social isolation so that people can make positive choices and take control over their wellbeing”.
4. **“Birmingham is a great city to live in.** We want Birmingham to be a city of flourishing neighbourhoods, with good quality housing, clean air, safe streets and green spaces. We want to be a city where our citizens have pride in where they live, have a strong sense of belonging and a voice in how Birmingham is run.”
5. **“Birmingham residents gain the maximum benefit from hosting the Commonwealth Games.** The Commonwealth Games gives us a global stage to project a positive image of our city and provide a long lasting legacy of homes and sporting facilities”

6. Evaluation of alternative option(s):

- 6.1. Do nothing - the Council Plan is the core planning and performance document for the organisation. It sets the strategic direction for the Council and is the framework for directorate and service plans, which in turn inform individual staff objectives. Do nothing is therefore not an option.
- 6.2 Continue to use current KPIs – the current KPIs reported to Cabinet do not reflect the new priorities and outcomes and therefore will not ensure the necessary progress is being achieved.

7. Reasons for Decision(s):

- 7.1 As stated in 6.1. the Council Plan 2018–22 is at the heart of the planning framework. It articulates the Council’s vision, objectives and priorities, setting the direction for service planning and individual objectives. This clear statement of intended outcomes and priorities and key performance indicators provides the basis for future resource allocation and the means to evaluate the Council’s performance.

Signatures

	<u>Date</u>
Councillor Ian Ward, Leader	
.....
Dawn Baxendale Chief Executive	
.....

List of Background Documents used to compile this Report:

List of Appendices accompanying this Report (if any):

1. The Council Plan 2018-2022
2. The Initial Equality Impact Assessment
- 3.
- 4.
- 5.

Report Version	Dated
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PROTOCOL PUBLIC SECTOR EQUALITY DUTY

- 1 The public sector equality duty drives the need for equality assessments (Initial and Full). An initial assessment should, be prepared from the outset based upon available knowledge and information.
- 2 If there is no adverse impact then that fact should be stated within the Report at section 4.4 and the initial assessment document appended to the Report duly signed and dated. A summary of the statutory duty is annexed to this Protocol and should be referred to in the standard section (4.4) of executive reports for decision and then attached in an appendix; the term ‘adverse impact’ refers to any decision-making by the Council which can be judged as likely to be contrary in whole or in part to the equality duty.
- 3 A full assessment should be prepared where necessary and consultation should then take place.
- 4 Consultation should address any possible adverse impact upon service users, providers and those within the scope of the report; questions need to assist to identify adverse impact which might be contrary to the equality duty and engage all such persons in a dialogue which might identify ways in which any adverse impact might be avoided or, if avoidance is not possible, reduced.
- 5 Responses to the consultation should be analysed in order to identify:
 - (a) whether there is adverse impact upon persons within the protected categories
 - (b) what is the nature of this adverse impact
 - (c) whether the adverse impact can be avoided and at what cost – and if not –
 - (d) what mitigating actions can be taken and at what cost
- 6 The impact assessment carried out at the outset will need to be amended to have due regard to the matters in (4) above.
- 7 Where there is adverse impact the final Report should contain:
 - a summary of the adverse impact and any possible mitigating actions (in section 4.4 or an appendix if necessary)
 - the full equality impact assessment (as an appendix)
 - the equality duty – see page 9 (as an appendix).

Equality Act 2010

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

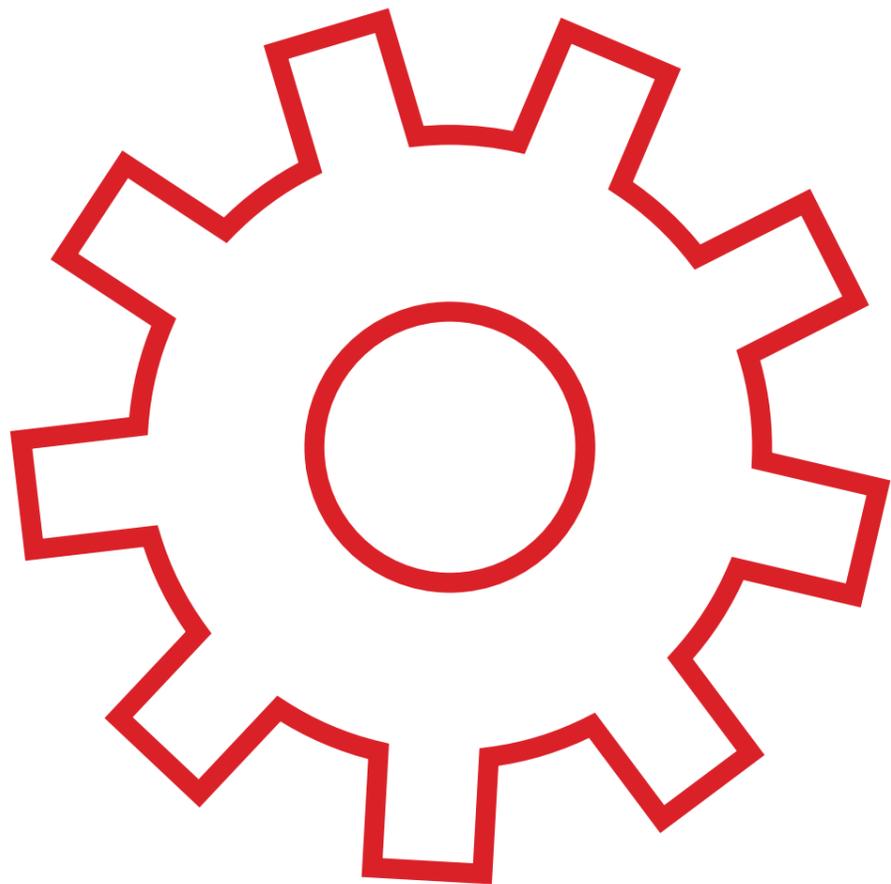
The public sector equality duty is as follows:

- 1 The Council must, in the exercise of its functions, have due regard to the need to:
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 2 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 4 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - (a) tackle prejudice, and
 - (b) promote understanding.
- 5 The relevant protected characteristics are:
 - (a) Marriage & civil partnership
 - (b) Age
 - (c) Disability
 - (d) Gender reassignment
 - (e) Pregnancy and maternity
 - (f) Race
 - (g) Religion or belief
 - (h) Sex
 - (i) Sexual orientation

Birmingham City Council Plan: 2018-2022

Birmingham – a city of growth where every child, citizen and place matters

What do we want to achieve?

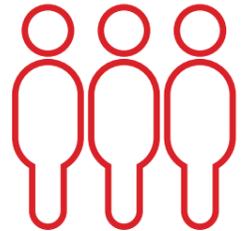


Outcome	Why is this important?
Birmingham is an entrepreneurial city to learn, work and invest in	We want a city that invests in its people so that everyone can have opportunities to realise their potential through lifelong learning, skills and good jobs. We want to invest in the buildings and transport connections of our city to provide better places to live and work and enable businesses to prosper. HS2 will be a key milestone in the city's development and we must make the most of this opportunity to boost our economy and key growth sectors, and enable citizens to access employment.
Birmingham is an aspirational city to grow up in	We want to respond to our unique profile as one of the youngest cities in Europe to give all children from every background and community the best start in life with a clear pathway to achieve success and realise their full potential.
Birmingham is a fulfilling city to age well in	We want citizens to live more active, longer, healthier and independent lives. We want to reduce social isolation so that people can make positive choices and take control of their wellbeing.
Birmingham is a great city to live in	We want Birmingham to be a sustainable city of vibrant culture, flourishing neighbourhoods with good quality housing. A city with clean air, safe and clean streets and green spaces. We want to be a city where our citizens have pride in where they live, have a strong sense of belonging and a voice in how Birmingham is run.
Birmingham residents gain the maximum benefit from hosting the Commonwealth Games	Hosting the Commonwealth Games gives us a global stage to use the transformational power of sport and culture to project a positive image of our city, promote growth and provide a long-lasting legacy to the citizens of our city.

Birmingham City Council Plan: 2018-2022

Challenges and opportunities

BIRMINGHAM HAS
1,141,000
CITIZENS
46%
UNDER 30



Our population is expected to rise to 1.31million by 2039 (15% rise from now) and 24% predicted rise in adults aged 85+ by 2028.

90
A

DIFFERENT LANGUAGES ARE SPOKEN

Birmingham has a young and richly diverse population with 25% of the population under-18 and 42% from Black and Minority Ethnic communities.

OUTSIDE OF LONDON
OUR CITY IS THE
MOST
ETHNICALLY &



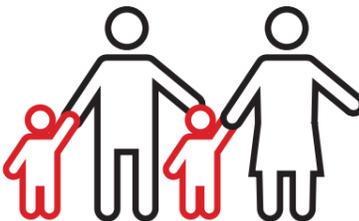
CULTURALLY DIVERSE



1,789
CHILDREN IN CARE
(UNDER 18)

1 in 3 children live in poverty and there is a gap in life expectancy between the wealthiest and poorest wards. English is not the first language for 42% of school children.

1,836
FAMILIES SUPPORTED BY FAMILY SERVICES*



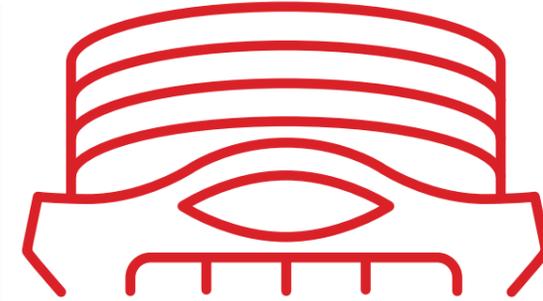
(*THINK FAMILY)

Unemployment is higher than the UK average – 6.4% in Birmingham compared to 2.6% in the UK. **Unequal employment** rates across Birmingham – e.g. Hodge Hill at 46% compared to 78% in Sutton Coldfield. **Air pollution** causes up to 900 premature deaths (deaths before the age of 75) per year.



61,818
COUNCIL HOUSES

89,000 new homes are needed by 2023: street homelessness is on the rise and 1 in 88 people (12,785) are homeless.



MOST RAPIDLY IMPROVING CITY

to live and work in with exciting new developments in Birmingham city centre, delivering almost 13,000 new homes, over 40,000 jobs and adding £2billion to the local economy.

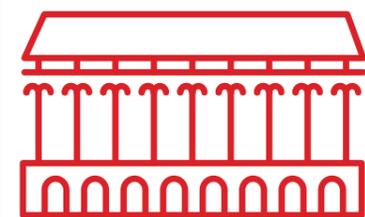
COMMONWEALTH GAMES

will reposition Birmingham globally,

GENERATING

£526m

for the regional economy and creating 1,000 new homes.



Wide ranging lively cultural offer, including world class theatres, Town Hall and Symphony Hall and a rich tapestry of festivals.

CITIZENS' TOP PRIORITIES

- #1** Clean Streets (57%)
- #2** Refuse Collection (55%)
- #3** Child Protection and Safeguarding (37%)
- #4** Road and Pavement Repairs (37%)
- #5** Care and Support for Older and Disabled People (36%)

HOME TO OVER

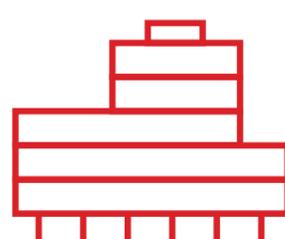
20
MUSEUMS



571
PARKS



More than any other European city.

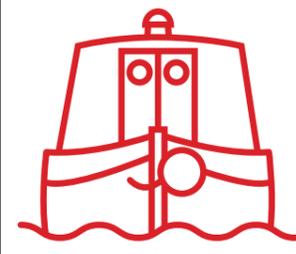


4 MILLION VISITORS TO CITY'S 37 LIBRARIES ANNUALLY



12,373
ADULTS (18+) RECEIVING LONG-TERM SUPPORT

35 MILES OF WATERWAYS MORE CANALS THAN VENICE



HOME TO

5

UNIVERSITIES with 87,400 students (aged 16-64).

IN 2017, MORE THAN

12,000
NEW COMPANIES OPENED THEIR DOORS FOR NEW BUSINESS IN BIRMINGHAM



Birmingham City Council Plan: 2018-2022

What are we going to do?

OUTCOME 1:

Birmingham is an entrepreneurial city to learn, work and invest in.

Priority 1:

We will create opportunities for local people to develop skills and make the best of economic growth.

How will we measure success?

- The number of jobs created.
- The number of Birmingham citizens supported into education, training and employment through employment support activity.
- The number of apprenticeship starts per 1,000.
- The percentage of adults with an NVQ qualification, verses national average.

Priority 2:

We will strive to maximise the investment in the city and engage local employers to create quality jobs and opportunities for citizens.

How will we measure success?

- Birmingham's unemployment rate verses the national average.
- Narrowing the pay gap for citizens across the city.

Priority 3:

We will invest in growth sectors where Birmingham has competitive strengths to diversify the economic base of the city.

How will we measure success?

- Small and Medium Enterprises starts and closures.

Priority 4:

We will develop our transport infrastructure, keep the city moving through walking, cycling and improved public transport.

How will we measure success?

- The percentage of carriageways which should be considered for structural maintenance based on condition surveys.
- Increased percentage of trips taken by bicycles.

OUTCOME 2:

Birmingham is an aspirational city to grow up in.

Priority 1:

We will improve protection of vulnerable children and young people (including those with Special Educational Needs and Disability).

How will we measure success?

- Percentage of new Education Health Care (EHC) plans issued within 20 weeks, excluding exceptions.
- Percentage of pupils with a statement or EHC Plan.
- The Children's Trust meeting or exceeding its performance targets.
- Average length of time from a child entering care and moving in with its adoptive family (in days).
- Percentage of care leavers who are in Education, Employment or Training (EET).
- First time entrants into the youth justice system (per 100,000 population aged 10 to 17).

Priority 2:

We will work with early years services and all schools to improve educational attainment and standards.

How will we measure success?

- The percentage of children making at least expected progress across each stage of their education – Early Years Foundation Stage (good level of development).
- Key Stage Attainment (KS2 and KS4 proportion reaching expected standard in Reading, Writing and Maths.)
- The average progress 8 score of Birmingham pupils compared to National pupils – average progress between Key Stage 2 and Key Stage 4 across eight key subjects.

Priority 3:

We will inspire our children and young people to be ambitious and achieve their full potential.

How will we measure success?

- The proportion of years 12 to 13 not in Employment, Education or Training (NEET).
- Proportion of the population aged 16 to 24 qualified to at least level 3.
- Proportion of the population aged 16 to 24 qualified to at least level 4.
- Children with Special Educational Needs (SEN) – Progress 8 – Average progress between Key Stage 2 and Key Stage 4 for pupils with SEN Support across eight key subjects.
- Children in Care – Progress 8 – Average progress between Key Stage 2 and Key Stage 4 across eight key subjects.

Priority 4:

We will improve early intervention and prevention work to secure healthy lifestyles and behaviours.

How will we measure success?

- Percentage of children overweight or obese at reception and year 6.
- Number of 2 year old children accessing

flexible free entitlement to early education (EEE).

OUTCOME 3:

Birmingham is a fulfilling city to age well in.

Priority 1:

We will work with our citizens to prevent social isolation, loneliness, and develop active citizenship.

How will we measure success?

- The proportion of people who use services who reported that they had as much social contact as they would like.
- The proportion of carers who reported that they had as much social contact as they would like.

Priority 2:

We will improve care for older people.

How will we measure success?

- Reduced number of long term admissions to residential care and nursing care (per 100,000 – 65+).
- Reduced delayed transfers of care.
- Proportion of older people (65 and over) who are still at home 91 days after discharge from hospital into re-enablement/rehabilitation services.

Priority 3:

Citizens and communities will have choice and control over their care and improved resilience and independence.

How will we measure success?

- More people will exercise independence, choice and control over their care.
- Proportion of adults with a learning disability in paid employment.

OUTCOME 4:

Birmingham is a great city to live in.

Priority 1:

We will work with our residents and businesses to improve the cleanliness of our city.

How will we measure success?

- Improved cleanliness – streets and green spaces.
- Increase Recycling, Reuse, and Green waste.
- Residual household waste per household (kg/household).

Priority 2:

We will have the appropriate housing to meet the needs of our citizens.

How will we measure success?

- Number of new homes completed in the city across a range of tenures.
- Number of properties improved in the Private Rented Sector as a result of Local Authority intervention.
- Number (and percentage) of homes built that are affordable.
- Minimising the number (and percentage) of households living in temporary accommodation.

Priority 3:

We will work with partners to tackle rough sleeping and homelessness.

How will we measure success?

- Reducing the number of rough sleepers across the city.
- The number (and percentage) of households where homelessness is prevented or relieved.

Birmingham City Council Plan: 2018-2022

What are we going to do?

Priority 4:

We will improve the environment and tackle air pollution.

How will we measure success?

- Reduce Nitrogen Oxide emissions (CAZ) levels in the city's air quality management areas (Ug/M3).
- Reduce Particulate Matter levels in the city's air quality management areas.

Priority 5:

We will work with partners to ensure everyone feels safe in their daily lives.

How will we measure success?

- Citizens' perception – feeling of safety outside in local area during the day.
- Citizens' perception – feeling of safety outside in local area after dark.
- Number (and percentage) of completed safeguarding enquiries which involved concerns about domestic abuse.

Priority 6:

We will foster local influence and involvement to ensure that local people have a voice in how their area is run.

How will we measure success?

- Citizens' perception – able to influence decisions that affect the local area.
- Citizens' perception – able to influence decisions about public services that affect the local area.

Priority 7:

We will work with our partners to build a fair and inclusive city for all.

How will we measure success?

- Reduce inequalities between wards e.g. health, unemployment, educational achievement.

- Percentage of gap reduction of people living in the city and working in the city.
- A new residents' survey measure about citizens' pride in the city.

Priority 8:

We will enhance our status as a city of culture, sports and events.

How will we measure success?

- Increased number of international, sporting, cultural and major events in our landmark venues, shared spaces, communities and libraries.

OUTCOME 5:

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

Priority 1:

We will seek to maximise the opportunities for Birmingham businesses and the Birmingham economy as a result of the Games to stimulate economic and employment growth.

How will we measure success?

- Volume of Games contracts awarded to Birmingham/West Midlands companies.
- Volume of development of sustainable business on the back of the Games.

Priority 2:

We will encourage citizens of all abilities and ages to engage in physical activity and improve their health and wellbeing.

How will we measure success?

- Creation and use of health and well-being initiatives.
- Percentage rise in young people and adults engaged in physical activity.

Priority 3:

We will deliver high quality housing, sporting facilities and transport infrastructure for the benefit of our citizens.

How will we measure success?

- Delivery of the transport and sporting infrastructure on time and on budget.
- Community use of sporting infrastructure – making the master plans a reality.

Priority 4:

We will use the Games as a catalyst for the development and promotion of apprenticeships, volunteering and leadership opportunities to enhance the skills of our workforce.

How will we measure success?

- Apprenticeships/skills courses/entry level employment offered to unemployed Birmingham citizens across core Games related industries – security, catering, cleaning, technology etc.
- Internships and skills development as a result offered and delivered by Games partners and/or supporting businesses.

Priority 5:

We will work with our diverse communities to ensure that we deliver a Games for Birmingham that connects our citizens and fosters civic pride.

How will we measure success?

- Community volunteer projects delivered as a result of the Games (e.g. 'spring clean' of streets).
- Use the Games to create/foster active citizenship projects and ensure those volunteers play a role in the Games.
- Citizen engagement with the cultural programme.
- New residents' survey measure to link

active life-styles, culture and wellbeing with cohesion impact.

HOW WILL WE WORK?

We want to proactively strengthen our partnerships with key institutions and businesses to create a strong civic family to lead the city. As part of this family, we will endorse a 'Made in Birmingham' approach with the city council playing a stronger role in directly delivering services, enabling partners and leading the community.

We want everyone to benefit from the city's success and have therefore set out a long-term approach to achieve our priorities. This includes improving our services by promoting innovation, learning from good practice and collaborating with our partners across all sectors and all communities.

Improving the way we work:

- Greater Efficiency – we are committed to a culture of continuous improvement.
- More Transparency – we will work openly and publish information on decisions and spending.
- Greater Equality – we will promote the needs of all of our citizens; tackle disparities between neighbourhoods; and ensure our workforce reflects the diversity of our city.

Achieving the outcomes set out in this plan requires a wide range of resources and funding, which extends beyond the council's net revenue budget. However, by having a clear set of priorities we are able to work effectively in partnership to

maximise the city's resources for the citizens of Birmingham.

The Council's budget:

NET BUDGET FOR 2018/19

£855.2m

ANNUAL BUDGET REDUCTIONS OF

£642m

OVER 7 YEARS TO 2017/18



FURTHER ANNUAL CUTS OF

£123m

BY 2021/22 ARE ANTICIPATED

THIS MEANS

TOTAL ANNUAL SAVINGS OF £765m OVER 11 YEAR PERIOD

It is important to note that a significant proportion of this budget is not within the Council's control. For example, the educational funding goes directly to schools.

We are changing the way we work to ensure we are making best use of our resources whilst continuing to deliver improved outcomes for citizens:

- We will develop a sustainable financial plan which does not rely on the use of reserves.
- We will focus on priority-based budgeting to ensure our resources are used where they are most needed.
- We will seek to use innovative models to deliver better outcomes at lower cost.
- We will make better use of our assets.

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.
Reference Number	EA002894
Task Group Manager	janine.goodman@birmingham.gov.uk
Task Group Member	
Senior Officer	jonathan.tew@birmingham.gov.uk
Quality Control Officer	suwinder.bains@birmingham.gov.uk

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