

Community Impact Assessment

Part 1 – Details		
What Policy/ Procedure/ Strategy/Project/Service is being assessed?	Armed Forces Covenant Plan	
Date Conducted	29 June 2023	
Name of Lead Officer and Service Area	Jo Sands, Assistant Director Partnerships	
Commissioning Team (if applicable)		
Director Responsible for project/service area	Rob Barnes, Executive Director Communities	
Who are the main stakeholders	Councillors, Armed Forces personnel (ex and current), community of Tamworth	
Describe what consultation has been undertaken. Who was involved and what was the outcome	Duty under the Armed Forces Act 2021, Staffordshire County/District/Borough Leaders and CEOs, UK Armed Forces, County Armed Forces Group, Tamworth Councillors	
Outline the wider research that has taken place (E.G. commissioners, partners, other providers etc)		
What are you assessing? Indicate with an 'x' which applies	A decision to review or change a service	<input type="checkbox"/>
	A Strategy/Policy/Procedure	<input type="checkbox"/>
	A function, service or project	X
What kind of assessment is it? Indicate with an 'x' which applies	New	<input type="checkbox"/>
	Existing	<input type="checkbox"/>
	Being reviewed	X

	Being reviewed as a result of budget constraints / End of Contract	<input type="checkbox"/>
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Part 2 – Summary of Assessment

Give a summary of your proposal and set out the aims/ objectives/ purposes/ and outcomes of the area you are impact assessing.

The Council has reaffirmed their commitment to the Armed Forces Covenant by re-signing in February 2023. A workplan has now been created for approval by Cabinet 21 July 2023

Who will be affected and how?

Armed Forces personnel (ex and serving) – ensuring the Council undertakes duty in relation to the Armed Forces Act 2021

Are there any other functions, policies or services linked to this impact assessment?

Yes No

If you answered 'Yes', please indicate what they are?

Housing Allocations/Homelessness Strategy
Disabled Facilities Grants

Part 3 – Impact on the Community

Thinking about each of the Areas below, does or could the Policy function, or service have a direct impact on them?

Impact Area	Yes	No	Reason (provide brief explanation)
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ensuring Armed Forces have details around grants available to remain in their homes
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Consideration to the issues facing armed forces families leaving the forces and seeking accommodation
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Sex	<input type="checkbox"/>	X	
Gypsy/Travelling Community	<input type="checkbox"/>	X	
Those with Caring/Dependent responsibilities	X	<input type="checkbox"/>	Due consideration for carers of disabled veterans
Those having an offending past	<input type="checkbox"/>	X	
Children	X	<input type="checkbox"/>	Families of veterans
Vulnerable Adults	<input type="checkbox"/>	<input type="checkbox"/>	
Families	X	<input type="checkbox"/>	Families of veterans
Those who are homeless	X	<input type="checkbox"/>	Duty to consider housing under the allocations policy for veterans. Ensure support in place
Those on low income	<input type="checkbox"/>	X	
Those with Drug or Alcohol problems	<input type="checkbox"/>	X	
Those with Mental Health issues	<input type="checkbox"/>	X	
Those with Physical Health issues	<input type="checkbox"/>	X	
Other (Please Detail)	X	<input type="checkbox"/>	Covenant is specific in supporting the UKs Armed Forces to community integration and prevent social isolation

Part 4 – Risk Assessment

From evidence given from previous question, please detail what measures or changes will be put in place to mitigate adverse implications

Impact Area	Details of the Impact	Action to reduce risk
<i>Eg: Families</i>	<i>Families no longer supported which may lead to a reduced standard of living & subsequent health issues</i>	<i>Signposting to other services. Look to external funding opportunities.</i>
Armed Forces personnel and families	Adoption of Covenant and Duty	Ensure awareness and promotion. Support affected veterans Plan in place

Part 5 - Action Plan and Review

Detail in the plan below, actions that you have identified in your CIA, which will eliminate discrimination, advance equality of opportunity and/or foster good relations.

If you are unable to eliminate or reduce negative impact on any of the impact areas, you should explain why

Impact (positive or negative) identified	Action	Person(s) responsible	Target date	Required outcome
	Outcomes and Actions entered onto Covalent			
Support for Armed Forces veterans and serving personal and families	Covenant signed and plan adopted Actions reported to H&W Scrutiny	Jo Sands Anna McLauchlan	Cabinet July2023	Approval for plan and annual review of actions

Date of Review (If applicable)