



Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council's work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Corporate Peer Review report and draft action plan	
Director responsible for the project or service area	Executive Director Organisation	
Officer completing the assessment	Christie Tims	
Date conducted	14 January 2025	
Who are the main stakeholders?	Executive Leadership team, Cabinet, Statutory officers, Corporate Management team Will also extend to: <ul style="list-style-type: none"> • Residents • Business • Staff Team • Elected Members • Registered social landlords • County Council • Partner Authorities – South Staffs, Lichfield and North Warks • NHS, ICB and health providers • Key suppliers/contractors • Voluntary sector 	
What is being assessed?	A decision to review or change a service	
	A strategy, policy, report or procedure	x
	A function, service, or project	
What kind of assessment is it?	New	x
	Review of existing	

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?	x	
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?		x
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		x
4	Will this policy or proposed change have any impact on potential suppliers?		x
5	Does this policy or proposed change impact on any HR policy or practice within the council?	x	
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?	x	

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

Decision	Yes	No
Initial screening only	x	
Proceed to Part Two, full assessment		

Initial screening completed by	Christie Tims
Date	14.1.25

Full screening completed by	Christie Tims
Date	14.1.25

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

Corporate peer challenge is a Sector Led Improvement process offered by the LGA and funded by Government as part of Best Value duty. All key partners and groups impacted by the work of the Council have invited to be involved as part of the review process in October and will be made aware of the recommendations and action plan the Council will deliver to meet them.

The action plan will have far reaching implications in terms of the documents and actions that will be developed to address key strategic challenges for the council. However the draft action plan does not authorise any policy or strategy to be agreed without following normal approval routes and being subject to further ESHIA. These include:

- New corporate plan 2025-2030
- Medium Term Financial Strategy
- Equality and Diversity Strategy
- Financial Stability Plan
- Performance Management Framework
- Asset Strategy and Management Plans
- SMART Working Framework
- Organisational Development and Workforce Strategy
- ICT Strategy/Digital Transformation Strategy
- Asset Based Community Development plan/Community Cohesion work
- Social Housing Improvement Programme

Section 2

Evidence used and considered. Include analysis of any missing data.

A strategic assessment has been prepared and a position statement and key data reports were provided to the review team to undertake the review. They held over 30 meetings with 70 attendees in the 3 day on site visit. The findings have been reviewed and quality assured by the Local Government Association to ensure they meet the Best Value framework and are valid judgements.

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

Key officers have been consulted to ensure timelines in the plan are realistic to deliver the actions outlined.

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Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			
Age	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Disability	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Gender reassignment	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Marriage and civil partnership	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Pregnancy and maternity	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Race	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Religion or Belief	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Sex	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Sexual Orientation	Neutral		The plan will ensure all residents with protected characteristics are informed and can engage in their community and with the Council.
Are there socio-economic groups likely to be affected? If yes, please provide detail below			

Other social exclusion	Neutral		The plan will ensure all residents from socio-economic groups are informed and can engage in their community and with the Council.
Digital exclusion	Neutral		The plan will ensure all residents from socio-economic groups are informed and can engage in their community and with the Council.
Veterans and serving members of the armed forces and their families	Neutral		The plan will ensure all residents from socio-economic groups are informed and can engage in their community and with the Council.
Young people leaving care	Neutral		The plan will ensure all residents from socio-economic groups are informed and can engage in their community and with the Council.
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will the proposal directly impact on housing?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be a likely change in demand for or access to public services such as health and social care services?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be an impact on diet and nutrition?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be an impact on physical activity?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.

Will there be an impact on transport, travel and connectivity?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be an impact on employment and income?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be an impact on education and skills?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be an impact on community safety?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.
Will there be an impact on the environment, air quality, climate change?	Neutral		The plan will ensure all residents with health and wellbeing needs are informed and can engage in their community and with the Council.

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

At this stage negative impacts are not anticipated, however further ESHIA will be carried out for each action in the plan as are as they are undertaken

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

n/a

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Corporate Projects Programme Board
Frequency of monitoring	monthly
Where will the impact assessment be reported to?	Cabinet as part of QPR
Where this impact assessment will be stored and for how long	The plan will last for up to 2 years and should be retained for review at next CPC in 5 years.

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress

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