



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 Plan 2025-2030	
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		
Proceed to Part Two, full assessment	x	

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?

The Corporate Plan for 2025 - 2030 that sets out the Council's vision and priorities has been in development since June 2024.

The Annual Delivery 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
MTFS and HRA business plan
Equality and Diversity Strategy
Financial Stability Plan
Performance Management Framework
Asset Strategy and Management Plans
SMART Working Framework
OD 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.

The new corporate plan has been informed by several key elements:

- The aspirations of the new Cabinet, the council and all members
- The views of residents through regular surveys and specific consultation exercises commissioned in 2024 and the most recent survey in Autumn 2024
- Existing commitments, such as key projects and existing strategies that extend beyond the current plan period.
- The current and future financial situation of the council – the Medium-Term Financial Strategy (MTFS).
- Local statistics that highlight areas of concern/ focus
- Input from statutory and key strategic partners including Better Together Tamworth
- The views of local businesses, voluntary sector and staff

An outline of the emerging plan was presented to Corporate Scrutiny in June and further in August on progressing consultation and engagement.

The development of the plan has been shaped by consultation and collaboration with residents, staff, members, community groups and key strategic partners to ensure it reflects the needs and expectations of our residents. It is an integral part of our medium-term financial strategy (MTFS) to ensure its viability and deliverability. As such the Corporate Plan itself forms an integral part of the Medium-Term Financial Strategy Document, which will be presented for discussion at Cabinet on 20 February and for adoption at Full Council on 25 February.

Section 3

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

Key officers from ELT and CMT have been consulted to ensure the plan will enable them to create realistic plans to deliver the actions outlined and sufficient Key Performance Indicators (KPIs) to allow effective performance management and assurance of progress.

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 annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Disability	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Gender reassignment	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.

Marriage and civil partnership	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Pregnancy and maternity	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Race	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Religion or Belief	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Sex	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Sexual Orientation	Neutral		The annual delivery plan will ensure all residents with protected characteristics have been considered and actions reflect the needs of all residents.
Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion	Neutral		The annual delivery plan will ensure all residents from different socio-economic groups have been considered and actions reflect the needs of all residents.
Digital exclusion	Neutral		The annual delivery plan will ensure all residents from different socio-economic groups have been considered

			and actions reflect the needs of all residents.
Veterans and serving members of the armed forces and their families	Neutral		The annual delivery plan will ensure all residents from different socio-economic groups have been considered and actions reflect the needs of all residents.
Young people leaving care	Neutral		The annual delivery plan will ensure all residents from different socio-economic groups have been considered and actions reflect the needs of all residents.
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 annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will the proposal directly impact on housing?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be a likely change in demand for or access to public services such as health and social care services?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be an impact on diet and nutrition?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be an impact on physical activity?	Neutral		The annual delivery plan will ensure these needs have been considered and

			actions reflect the needs of all residents.
Will there be an impact on transport, travel and connectivity?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be an impact on employment and income?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be an impact on education and skills?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be an impact on community safety?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.
Will there be an impact on the environment, air quality, climate change?	Neutral		The annual delivery plan will ensure these needs have been considered and actions reflect the needs of all residents.

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 no negative impacts are anticipated, however further ESHIA will be carried out for each action as they are undertaken and progressed through to delivery by the relevant officer

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 Management Team
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	By CMT for the life of the plan

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

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