

## 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 Vision, Priorities, Budget and MTFs 2025/26 – 2029/30	
Director responsible for the project or service area	Jo Goodfellow	
Officer completing the assessment	Jo Goodfellow	
Date conducted	11/02/25	
Who are the main stakeholders?	Corporate Management Team (CMT) and Elected Members, Precepting Authorities, Businesses, Council Taxpayers, Residents, Housing tenants	
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:

The report seeks the approval of the Corporate Vision, Priorities Plan, Budget and Medium Term Financial Strategy, to be considered by Full Council on 25<sup>th</sup> February, including setting the council tax and housing rent for 2025/26, and

- General Fund Revenue (GF) Budget and Council Tax for 2025/26;
- Housing Revenue Account (HRA) Budget for 2025/26;
- Capital Programme – General Fund & HRA.

Proposals within the budget will impact council taxpayers and housing residents in terms of the council tax increase and housing rent increase, other proposals in terms of policy changes increases/decreases in budgets may also impact staff, residents and potential suppliers..

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

Initial screening completed by	<b>Jo Goodfellow</b>
Date	<b>11/02/25</b>

Full screening completed by	<b>Jo Goodfellow</b>
Date	<b>11/02/25</b>

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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 purpose of the report is to approve the **Vision Statement, Priority Themes, Corporate Priorities and Plans** and their inclusion in the **Corporate Plan**;

To approve the recommended package of budget proposals to enable the Council to agree the:

- General Fund (GF) Revenue Budget and Council Tax for 2025/26;
- Housing Revenue Account (HRA) Budget for 2025/26;
- 5 Year General Fund Capital Programme (2025/30);
- 5 Year HRA Capital Programme (2025/30);
- 3 Year General Fund Medium Term Financial Strategy (MTFS) (2025/28); and
- 5 Year HRA Medium Term Financial Strategy (MTFS) (2025/30).

And to comply with the requirement of the Council's Treasury Management Policy in reporting to Council the proposed strategy for the forthcoming year and the Local Government Act 2003 with the reporting of the Prudential Indicators and the requirement to prepare an annual Corporate Capital Strategy.

#### Section 2

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

Please refer to ESHIA with regard to Corporate Plan reported separately to Cabinet 20<sup>th</sup> February.

The local government settlement published on 3<sup>rd</sup> February 2025 has formed the basis of the budget report, along with rent setting guidance published by Government, with reference to policy changes, savings and capital appraisals submitted by budget holders and considered by CMT, ELT and Cabinet.

### Section 3

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

Consultation has taken place with key officers from CMT and ELT, along with Cabinet and Joint Scrutiny (Budgets). The budget has been informed by the results of the annual resident's survey reported to Cabinet in January 2025.

### 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
<b>Protected Characteristic, as outlined in the Equality Act 2010</b>			
<b>Age</b>	Negative	May be impact due to reduction in grants and potential impact on community groups; also impact if low-income	
<b>Disability</b>	Negative	May be impact due to reduction in grants and potential impact on community groups; also impact if low income	
<b>Gender reassignment</b>	Neutral		
<b>Marriage and civil partnership</b>	Neutral		
<b>Pregnancy and maternity</b>	Neutral		
<b>Race</b>	Negative	May be impact due to reduction in grants and potential impact on community groups	
<b>Religion or Belief</b>	Negative	May be impact due to reduction in grants and potential impact on community groups	
<b>Sex</b>	Neutral		
<b>Sexual Orientation</b>	Neutral		
<b>Are there socio-economic groups likely to affected? If yes, please provide detail below</b>			

<b>Other social exclusion</b>	Negative	May be impact due to reduction in grants and potential impact on community groups; also on low-income groups	
<b>Digital exclusion</b>	Neutral		
<b>Veterans</b> and serving members of the armed forces and their families	Neutral		
<b>Young people leaving care</b>	Neutral		
<b>Health and Wellbeing:</b> 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?	Negative	Reduction in services and community grants may have an impact	
Will the proposal directly impact on housing?	Positive	New team re housing compliance/requirements of regulator	
Will there be a likely change in demand for or access to public services such as health and social care services?	Neutral		
Will there be an impact on diet and nutrition?	Neutral		
Will there be an impact on physical activity?	Neutral		
Will there be an impact on transport, travel and connectivity?	Neutral		
Will there be an impact on	Neutral		

employment and income?			
Will there be an impact on education and skills?	Neutral		
Will there be an impact on community safety?	Neutral		
Will there be an impact on the environment, air quality, climate change?	Positive	Increased spend in capital programme on carbon reduction schemes	

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.

Some potential impacts as a result of service savings and reductions in grants which may impact community groups. Further assessments may be required with regard to detailed savings options to be reported to Members in due course.

### 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.

### Section 7: Monitoring arrangements

Who will be responsible for monitoring	<b>CMT/Cabinet</b>
Frequency of monitoring	<b>Quarterly MTFS monitoring</b>
Where will the impact assessment be reported to?	<b>Cabinet/Corporate Scrutiny</b>
Where this impact assessment will be stored and for how long	

**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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