

## 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	Financial Guidance Update	
Director responsible for the project or service area	Jo Goodfellow	
Officer completing the assessment	Jo Goodfellow	
Date conducted	04/03/25	
Who are the main stakeholders?	TBC staff and Corporate Management Team (CMT); Elected Members; Internal and External Audit; suppliers; contractors; residents	
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 is for the Audit & Governance Committee to endorse the proposed amendments to Financial Guidance. A number of amendments have been made to update the Procurement Guidance within the document to reflect the requirements of the Procurement Act 2023 which came into effect in February. These will impact potential suppliers and contractors.

The purpose of Financial Guidance is to provide sound arrangements for all the Council's financial affairs and to be able to demonstrate that proper controls are in place; and to safeguard Members and officers by setting out procedures which meet the Council's expected standards.

<b>Decision</b>	<b>Yes</b>	<b>No</b>
Initial screening only		X
Proceed to Part Two, full assessment	X	

Initial screening completed by	<b>Jo Goodfellow</b>
Date	<b>04/3/25</b>

Full screening completed by	<b>Jo Goodfellow</b>
Date	<b>04/03/25</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 report is for the Audit & Governance Committee to endorse the proposed amendments to Financial Guidance. A number of amendments have been made to update the Procurement Guidance within the document to reflect the requirements of the Procurement Act 2023 which came into effect in February. These will impact potential suppliers and contractors.

The purpose of Financial Guidance is to provide sound arrangements for all the Council's financial affairs and to be able to demonstrate that proper controls are in place; and to safeguard Members and officers by setting out procedures which meet the Council's expected standards.

There are a number of supporting policies and procedures which are referred to throughout the Financial Guidance document.

### Section 2

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

Requirements of Procurement Act 2023 and particularly impacts of social value and requirements for transparency and openness

### Section 3

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

No consultation undertaken, implementation of the Procurement Act 2023 and compliance with the provisions is mandatory as this is a legal requirement.

### 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)	Details of the impact	Action to address negative impact
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	Negative (N) Neutral (Ne)		
<b>Protected Characteristic, as outlined in the Equality Act 2010</b>			
<b>Age</b>	Neutral		
<b>Disability</b>	Neutral		
<b>Gender reassignment</b>	Neutral		
<b>Marriage and civil partnership</b>	Neutral		
<b>Pregnancy and maternity</b>	Neutral		
<b>Race</b>	Neutral		
<b>Religion or Belief</b>	Neutral		
<b>Sex</b>	Neutral		
<b>Sexual Orientation</b>	Neutral		
<b>Are there socio-economic groups likely to be affected? If yes, please provide detail below</b>			
<b>Other social exclusion</b>	Neutral		
<b>Digital exclusion</b>	Neutral		
<b>Veterans and serving members of the armed forces and their families</b>	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?	Neutral		
Will the proposal directly impact on housing?	Neutral		
Will there be a likely change in	Neutral		

demand for or access to public services such as health and social care services?			
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 employment and income?	Positive	Implementation of social value outcomes may result in more apprenticeships	
Will there be an impact on education and skills?	Positive	Implementation of social value outcomes may result in more apprenticeships	
Will there be an impact on community safety?	Neutral		
Will there be an impact on the environment, air quality, climate change?	Positive	Implementation of social value pledges may include action on climate change	

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 have been identified, although the requirements of the Procurement Act may deter smaller businesses for tendering for work with the Council

**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.

Social value pledges and outcomes will be monitored and reported on as part of the annual delivery plan/corporate plan actions.  
 The number of suppliers responding to tender and quick quote opportunities will be captured and monitored.

**Section 7: Monitoring arrangements**

Who will be responsible for monitoring	<b>Procurement team/CMT/Cabinet</b>
Frequency of monitoring	<b>Quarterly performance monitoring</b>
Where will the impact assessment be reported to?	<b>CMT/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