Community Impact Assessment

People Strategy 2023 – 2027 and beyond

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➢ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people **The age profile of the Council shows that over 72% of our workforce is over 40 and 47% over 50 with a small cohort of staff under the age of 20. We have an ageing workforce and need to work, attract and retain more young people through consistent talent management, our apprenticeship and graduate programme and succession planning**	People Strategy is supportive of our people of all ages. Apprenticeships are increasing as are other early career opportunities.	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy Good succession planning needed to manage risk of ageing workforce	Detailed implementation plan together with clear monitoring arrangements
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities. **Of employees who have reported whether they have a disability, 7% have reported yes, and 93% no or not stated. This is broadly reflective of the general population of Staffordshire. Approximately 1 in 4 people in the UK will experience a mental health problem.**	People Strategy is supportive of our people regardless of disability and the positive work environment pillar commitments support building mental health awareness and further enhancing wellbeing support. The foundation also ensures that inclusivity for all is a key objective. EDI is also	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements People Services/Managers aware of workplace support for mental Health MindKind and ThinkWell. ThinkWell has specialist providers who can support.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Our highest reason for sickness absence is stress and mental health reasons.	foundation within our People Policies The foundations blocks in the People Strategy make clear links to the mental health support available.		The network of mental health first aiders
Gender reassignment - those people in the process of transitioning from one sex to another. **The council does not keep data on Gender reassignment.**	People Strategy is supportive of our people that are on the journey or completed gender reassignment.	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work **40% are married** **27% not shared this information** **33% Other**	People Strategy is supportive of our people no matter their marital status	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers **2.5% of our people take maternity or paternity leave per annum**	People Strategy is supportive of our people during any period of authorised leave.	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements.
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins **7% of our people identify as BAME and 77% white British with the rest not stating.** **Overall there is little ethnic diversity across Staffordshire with the population being predominantly White British. Data from the 2011 Census suggests that local concentrations of minority ethnic population are mainly within Burton in East Staffordshire, with the single largest minority group in these areas being Pakistani.**	People Strategy applies to our people without discrimination or disadvantage regardless of any protected characteristic. One of the foundations of the strategy is Equality, Diversity and Inclusion. The pillar on promoting a positive work environment covers inclusivity The how we work section on leadership and our people also incorporated valuing	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy Black Workers Group approached as part of implementation.	Detailed implementation plan together with clear monitoring arrangements

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	diversity and being inclusive of others Helps promote the importance of EDI principles		
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered **33% Cristian and 5% other religions. High proportion did not compete this data in their MYHR personal information.**	People Strategy is supportive of our people of all communities and religions.	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements
Sex - men or women **The Council employs a higher percentage of women (76%) than men (24%)** **Our mean Gender pay gap is 9.7%** **Our Median Gender Pay gap is 13.7%, which has reduced.**	People Strategy supportive of our people regardless of gender or sexuality	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes **Our people report that 2.3% of them are LGBTQ+**	People Strategy is supportive of our people regardless of gender or sexuality	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Detailed implementation plan together with clear monitoring arrangements

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations

➢ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
73 % of our people live in Staffordshire. 64% are full time and 35% part time 1% casual hours. 94% permeant. We do use agency workers to support critical role gaps. The People Strategy considers Agency Workers as part of our people whilst with the organisation.	The People Strategy will benefit all our people and has been developed with them.	Managed by engagement with diverse range of our people in the development and launch of the refreshed People Strategy	Effective communication and engagement plan to ensure that all our people made aware of the new People Strategy and how they can engage with it and live our values

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
Our people are important to the delivery of services and the People Strategy is about our people and investing in them and with them **See above table for EDI data against the protected chanraheristics.**			

➢ Health, Well-being and Social Care Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
Mental Health	Council is commitment to mental health awareness and has detailed MindKind support including access to early intervention support and network of mental health first aiders	None identified	WellMe Wellbeing Strategy

Key considerations	Benefits	Risks	Mitigations / Recommendations
Healthy Lifestyles	Health and Wellbeing of our people is a key component of our people strategy and Staffordshire offers a wide range of wellbeing support covering physical health, mental health, financial wellbeing and social wellbeing.	None identified	WellMe Wellbeing Strategy
Safeguarding	Relevant People Policies and Health, safety and Wellbeing arrangements cover safeguarding	None identified	HR Policies and Procedures

➢ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Volunteering	Volunteer workforce considered as effective part of our people strategy	None identified	N/A

Key consideration	Benefits	Risks	Mitigations / Recommendations

➤   **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Poverty and Income	Financial Wellbeing Offer and Cost Living Support	None identified	N/A
Access to jobs/ Good quality jobs	Over 70% of our people live in Staffordshire SMART Working assists flexibility Broad range jobs with development opportunities Growing Apprenticeships and	None identified	N/A

Key consideration	Benefits	Risks	Mitigations / Recommendations
	other early career opportunities		

➢ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Smart Working	SMART Working agenda is allowing our people to reduce their personal carbon footprint.	None identified	N/A

➢ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Environmental aspects of work	Projects that form part of the people strategy	None identified	Ensure considered in project development

Key considerations	Benefits	Risks	Mitigations / Recommendations
	will consider any environmental impacts.		