

Community Impact Assessment

Local Flood Risk Management Strategy Revision 2023

Author: Jamie Cooper

Date: 8th February 2023

➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

In this section you should consider whether your proposal will impact upon any of the following protected characteristics. Your assessment should also consider where different protected characteristics (e.g. age and gender, or gender and ethnicity) could interact with each other, and any impact this may have for potential inequalities. This will help ensure changes/new practices highlight all opportunities to be inclusive by design (i.e. considering benefits and/or risks and any necessary mitigation).

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	The Flood Risk Strategy aims to reduce Flood Risk to vulnerable groups.	<p>Too much focus on flood risk rather than protected characteristics when selecting communities for schemes and also during response and recovery phases of flooding</p> <p>Communication and accessibility/awareness/informed of flooding</p>	<ol style="list-style-type: none"> 1. This will also feature as an aspect of the FAIR project selection for community interventions 2. We will consider age as an additional factor when selecting schemes for promotion 3. Professional partners e.g. (fire, CCU, LRF, EA will consider this in response and recovery phase)
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term	Reduce flood risk to vulnerable groups	Too much focus on flood risk rather than protected characteristics when selecting	<ol style="list-style-type: none"> 1. We will consider age as an additional factor when

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.		communities for schemes and also during response and recovery phases of flooding Communication and accessibility/awareness/informed of flooding	selecting schemes for promotion 2. Professional partners e.g. (fire, CCU, LRF, EA will consider this in response and recovery phase) 3. FAIR Project to consider diversity of accessibility/communications
Gender reassignment - those people in the process of transitioning from one sex to another	This will have a neutral impact	Not applicable	
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	This will have a neutral impact	Not applicable	
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	This will generally have a neutral impact	Response and recovery phases of flooding	Professional partners e.g. (fire, CCU, LRF, EA may consider this in response and recovery phase)
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	The FAIR Project will consider this when working with communities (e.g. accessibility,	Communication and accessibility/awareness/informed of flooding	FAIR Project to consider diversity of accessibility/communications

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	English as First Language)		
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	This will generally have a neutral impact	Accessibility and communications	Work with others to identify community religious/belief leaders as part of FAIR Projects
Sex - men or women	This will have generally a neutral impact	Not applicable	
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	This will have generally a neutral impact	Not applicable	

➤ Workforce Assessment

****This section only needs to be undertaken if your proposal affects SCC staff****

Key considerations:

- Consider the impact of your proposal on staff with different **protected characteristics** - the staffing profile data can be a useful source of evidence and can be presented below in graph form to supplement your narrative.

- You should consider the impact of job losses (pre and post change), changes to terms and conditions, available support for staff and what the HR protocols are.
- For support to complete this section, please contact your People Operations Adviser.

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
No significant impacts anticipated			

➤ Health, Well-being and Social Care Assessment

A key priority within our Strategic Plan is to ‘Encourage good health and well-being, resilience and independence’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Determine how the proposal will impact on resident’s health and wellbeing (mental and physical), and whether the proposal will impact on health inequalities.
- Consider whether the proposal will impact on demands for, or access to, social care support for those eligible under the Care Act 2014.
- Also consider whether your proposal positively promotes or negatively impacts healthy lifestyles, personal responsibility and independence (including independent living) with support from family, friends and/or the community.

- If the proposal potentially has a more significant impact on health and wellbeing (of individuals or communities), where applicable, a **further 'Health Impact Assessment' may need to be considered**. Please contact [Public Health](#) to discuss or for further advice and guidance on completing a 'Health Impact Assessment'.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>1. Schemes and drainage solutions during the planning process aim to be more sustainable and enhance the environment wherever possible. Evidence shows green/blue infrastructure promotes health and wellbeing.</p>	<p>1. Flood Schemes improve mental health & SuDS Handbook promotes green/blue infrastructure</p>	<p>1. Health and wellbeing aspects insufficiently considered</p>	<p>1. FAIR projects aims to make communities more aware, informed and resilient to flooding alongside duties we have to undertake.</p>
<p>2. Care homes considered during flood event with professional partners</p>	<p>2. Vulnerable are triaged during flood events</p>	<p>2. Vulnerable not sufficiently triaged</p>	<p>2. CCU aware of this and have plans in place. Ensure we raise this in incidents.</p>
<p>3. Ensure actions promote significant flood risk promotes healthy lifestyle, personal responsibility and independence</p>	<p>3. Preventing, reducing and managing local flood risk to healthy lifestyle, personal responsibility</p>	<p>3. Factors nor sufficiently considered including sufficiently working with communities</p>	<p>3. SuDS Handbook to help improve healthy lifestyle and also schemes to ensure promotion of these factors. FAIR Project to increase awareness, information and resilience to those at flood risk</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	and independence		

➤ **Communities Assessment**

Use this section to identify the impact of the proposal on communities.

Key considerations:

- Determine whether your proposal will provide opportunities to strengthen community capacity to create safer and stronger communities and provide opportunities for volunteering.
- Consider the different localities and communities your proposal may impact, identifying any communities that could be more adversely impacted than others. For example, rural communities, or the Armed Forces community (ensuring consideration of the Armed Forces Act 2021, and due regard to help improve access to public services) etc.
- Engage with [Strategic Delivery Managers](#) (SDMs) - they have a great deal of knowledge about their relevant localities and will be key to providing insight and expertise.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>1. Opportunities to create safer communities and increase volunteering</p> <p>2. Consider the different localities and communities your proposal may impact</p>	<p>1. Prevent and reduce/manage flood risk</p> <p>2. Priorities and funding amounts will focus on flood risk and vulnerability mostly</p>	<p>1. Insufficient engagement with communities and volunteering</p> <p>2. Certain communities may be at more risk than others when factoring in their vulnerability</p>	<p>1. FAIR Project to promote community flood action groups which includes promotion of volunteers to assist in reducing and managing flood risk.</p> <p>2. Vulnerability to be considered as part of promotion of schemes. Also FAIR Project will be undertaking academic research on these aspects which we can reflect on and change future practices.</p>

➤ Economic Assessment

A key priority within our Strategic Plan is to ‘**Support Staffordshire’s economy to grow, generating more and better paid jobs**’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Determine whether the proposal will impact economic growth and whether it will promote Staffordshire as a ‘go to’ location for new businesses to invest and start up and existing businesses to grow.
- Consider whether the proposal will impact upon resident’s income and access to good quality jobs.
- Also consider how the proposal will allow residents to improve, diversify and adapt their skills and qualifications.

Key consideration	Benefits	Risks	Mitigations / Recommendations
1. Economic Growth	1. Preventing, reducing and managing flood often funded externally to provide added economic value	1. Over-focus on flood risk and other factors during planning and scheme development	1. Working with internal and external partners to understand the wider economic context of undertaking activities, especially in the planning process/scheme promotion

➤ Climate Change Assessment

A key priority within our Strategic Plan is to ‘**Tackle climate change, enhance our environment, and make Staffordshire more sustainable**’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Our mission is to ‘Make Staffordshire Sustainable’, and we have made a commitment to achieve net zero emissions by 2050 across every aspect of our service provision and estate. Our [Climate Change StaffSpace page](#) sets out our plans to achieve this which will help you to consider the impact of your proposal on Climate Change and how it helps us to achieve our vision of “net zero”.

- If the project has some negative aspects with this strategic goal in mind, then you should demonstrate how this is to be mitigated.
- It would also be useful if there could be a carbon impact (tonnes of CO₂e), attributed to the completion of the entire project.
- Any carbon saving that can be attributed to the proposal, should also be explained and quantified.
- It is essential that you complete the [Climate Change Learning Hub module](#) before completing this assessment.
- If there are no climate change implications arising as a result of the project, you can provide background to show this has been considered.
- Please contact the Sustainability and Climate Change Team at sustainability@staffordshire.gov.uk for further advice and guidance.

Key considerations	Benefits	Risks	Mitigations / Recommendations
1. Net zero	1. We work closely with internal and external partners to promote schemes and development that work towards net zero 2. Environment Agency	1. Insufficiently consider schemes and development promotion that work against net zero	1. Promote more green/blue infrastructure as part of schemes and promote SuDS through SuDS Handbook

Key considerations	Benefits	Risks	Mitigations / Recommendations
2. Carbon footprint	schemes have carbon footprint calculator	2. Carbon footprint not adequately considered and also for life cycle	2. Consider carbon footprint for more significant activities and also life cycle

➤ Environment Assessment

Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

Key considerations:

- You should consider whether your proposal will affect: the built environment; the rural environment including agriculture; air, water and land quality; waste and recycling; and ability to travel/access to transport, particularly sustainable methods.

Key considerations	Benefits	Risks	Mitigations / Recommendations
1. Effect on built environment, rural environment, and agriculture	1. Development and schemes to be assessed on water aspects of built environment	1. Insufficient acknowledgement of wider picture	1. Strategy has undertaken a Habitats Regulation Assessment & Strategic Environment Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>and rural environment. benefits. Agriculture considered in terms of effect on flood risk and also how to improve flood risk and wider benefits</p>		<p>and has been updated accordingly.</p>