

Community Impact Assessment Checklist and Executive Summary

Name of Proposal:

Diversity and Inclusion – Draft Principles, Objectives and Action Plan

Project Sponsor:

Sarah Getley, Assistant Director for People
Kerry Dove, Head of Strategy and Digital

Project Manager:

N/A

Date Completed:

18/10/21



Final Checklist

Prior to submitting your Community Impact Assessment (CIA), please ensure that the actions on the checklist below have been completed, to reassure yourself / SLT / Cabinet that the CIA process has been undertaken appropriately.

Checklist	Action Completed	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	X	
It is clear what the decision is or what decision is being requested.	X	
For decisions going to Cabinet, the CIA findings are reflected in the Cabinet Report and potential impacts are clearly identified and mitigated for (where possible).	X	
The aims, objectives and outcomes of the policy, service or project have been clearly identified.	X	
The groups who will be affected by the policy, service or project have been clearly identified.	X	
The communities that are likely to be more adversely impacted than others have been clearly identified.	X	
Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.	X	
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	X	
Appropriate evidence has been provided and used to inform the development and design of the policy, service or project. This includes data, research, engagement/consultation, case studies and local knowledge.	X	
The CIA evidences how the Council has considered its statutory duties under the Equality Act 2010 and how it	X	

Checklist	Action Completed	Comments/Actions
has considered the impacts of any change on people with protected characteristics.		
The next steps to deliver the project have been identified.	X	



Executive Summary

The Executive Summary is intended to be a collation of the key issues and findings from the CIA and other research undertaken. This should be completed after the CIA and research has been completed. Please structure the summary using the headings on the left that relate to the sections in the CIA template. Where no major impacts have been identified, please state N/A.

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<p>PSED</p> <p>What are the impacts on residents with a protected characteristic under the Equality Act 2010? Highlight any concerns that have emerged as a result of the equality analysis on any of the protected groups and how these will be mitigated. It is important that Elected Members are fully aware of the equality duties so that they can make an informed decision, and this can be supported with robust evidence.</p>	<p>All employees with protected characteristics will be impacted by the Diversity and Inclusion principles, objectives and delivery plan. Residents may be indirectly affected as part of SCC's service delivery.</p>	<p>The principles, objectives and delivery plan promote equality of opportunity across SCC for all protected characteristics.</p>	<p>There is a need to capture a greater range of equalities data from SCC staff and improve diversity across the workforce. This will be done as part of the Diversity and Inclusion scheme of work.</p> <p>There is an organisational risk to SCC if we do not develop Equality Objectives, as we have a public sector duty to do so as part of the Equality Act 2010.</p>	<ul style="list-style-type: none"> • SCC has developed four Equality Objectives for the years 21-23. The Objectives focus on the areas of improvement identified from engagement with staff, unions, Members and community stakeholders. • As part of these Objectives, SCC will: review and strengthen recruitment and retention processes and practices, improve the diversity and inclusion training offer for employees, improve the approach to engaging and collaborating with our workforce and communities, and raise awareness of diversity within our organisation.
<p>Health and Care</p> <p>How will the proposal impact on residents' health? How will the proposal impact on demand for or access to social care or health services?</p>	<p>The proposal may benefit the mental health of staff and indirectly benefit the</p>	<p>N/A</p>	<p>N/A</p>	<ul style="list-style-type: none"> • SCC will encourage the development of self-managed staff networks to create a

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
	mental health of residents.			<p>supporting working environment for staff.</p> <ul style="list-style-type: none"> • SCC will explore the potential for a Staffordshire public sector forum, to share best practice and thinking, and to benefit our communities.
Economy	N/A	N/A	N/A	N/A
How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?				
Environment	N/A	N/A	N/A	N/A
How will the proposal impact on the physical environment of Staffordshire? Does this proposal have any Climate Change implications?				
Localities / Communities	The proposals are likely to benefit Staffordshire communities, particularly through our service delivery.	The delivery plan will explore the potential for a Staffordshire public sector forum, to share best practice and thinking, and to benefit our communities.	N/A	N/A
How will the proposal impact on Staffordshire's communities?				