

Shropshire Council

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

Initial Screening Record 2021-2022

A. Summary Sheet on Accountability and Actions

Name of proposed service change

Final version Economic Growth Strategy 2022 – 2027

Name of lead officer carrying out the screening

Hayley Owen, Growth Programme and Strategy Manager

Decision, review, and monitoring

Decision	Yes	No
Initial (part one) ESHIA Only?	✓	
Proceed to Full ESHIA or HIA (part two) Report?		✓

If completion of an initial or Part One assessment is an appropriate and proportionate action at this stage, please use the boxes above. If a Full or Part Two report is required, please move on to full report stage once you have completed this initial screening assessment as a record of the considerations which you have given to this matter.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality, social inclusion, and health considerations

The Economic Growth Strategy 2022 - 2027 (EGS) is anticipated to have a positive impact on business communities and, in consequence, residents across the whole of Shropshire.

There are many benefits in terms of equality, diversity and social inclusion associated with a resilient economy such as increased employment opportunity, greater social mobility opportunity, provision of housing, infrastructure benefits, facilities and utilities, climate change considerations and well-being improvements.

Positive impacts would be intended for a variety of intersecting Protected Characteristic groupings as defined by the Equality Act 2010 (Age, Disability, Pregnancy and Maternity, Sex) through future engagement process and through the delivery of specific projects developed within the Action Plan. This would be due to an emphasis within the EGS on

developing the County as a better place in which to live, learn, and do business, as well as to access for leisure, environmental and hospitality pursuits and endeavours. Additionally, positive impacts are anticipated to accrue for our tenth grouping of consideration in Shropshire, of Social Inclusion. This is not least due to improvements anticipated for vulnerable individuals and households such as young people leaving care, and veterans and serving members of the armed forces, as well as low income households, rural households, and people living in fuel poverty.

Furthermore, there is potential for an increase in the positive impact in equality terms from low to medium positive, for the groupings of Gender Reassignment, Race, Religion and Belief, and Sexual Orientation, if efforts are made to engage with faith communities and LGBT communities and with those undergoing gender reassignment.

There is potential for further positive impacts through the adoption of the Economic Growth Strategy 2022 – 2027, including stimulation of economic development and investment which will provide jobs and improved workspace. In line with the Public Sector Equality Duty on the Council, as set out in the Equality Act 2010, the Council will need to ensure that contractors engaged in commercial development are likewise able to demonstrate compliance with PSED duties. In so doing, they will also be expected to adhere to guidance with regard to equity of access to economic opportunities.

The intention is also to refer to, and integrate with, other policy strands/strategies within the Council in relation to people, access to employment and services, healthy lifestyles, use of green space, air quality issues and public protection measures and other safeguarding policies. Taken together, these wider societal and environmental considerations will contribute towards helping to create a welcoming environment across all groupings within the community, thereby aiding the intended positive impacts.

There will be ongoing efforts, through further consultation of this strategy and action plan projects and through its adoption, to engage with people in the Protected Characteristic groupings, particularly where low levels of responses to previous public consultations have been received to date and where responses are limited to particular demographics.

It is noted from the consultation that concerns were expressed with regard to

- homes/housing or CIL use.
- Prioritisation of jobs and social mobility/young people.
- Greater consideration warranted around tourism.

Given the above, and the strong recognition of challenges around rural inequalities, access to local services (including pressures within health services), the need for practical support and infrastructure for businesses and local employment opportunities, there is intersectionality of potential positive impact across and for a number of groupings as the EGS progresses.

Actions to review and monitor the impact of the service change in terms of equality, social inclusion, and health considerations

Through the consultation for the EGS it was necessary to develop a clear communications and relationship plan to underpin the main priorities and objectives of the EGS. This involved regular communications with businesses, key stakeholder groups and networks.

Post consultation, the EGS, was developed further in consultation with stakeholders and interest groups with cognisance of the changing economic and political landscape.

In order to promote accessibility across a range of channels and thus increase equity of access to the consultation, the consultation process, whilst predominantly informed by the online survey and portal, was publicised on social media with local press releases. Responses were collated via the online portal with opportunities for written feedback for those preferring not to use online facilities, being made possible. The survey was promoted to the stakeholders listed using available communications methods and local newsletters.

An additional document accompanies the final Economic Growth Strategy detailing the governance, KPI development and action and delivery, providing greater detail to inform the Shropshire Economic Partnership who will take on the ownership of the strategy.

As an addendum to the Shropshire Economic Growth Strategy 2022 -2027, the intention of this document is to provide the developed Governance structure and expand on the KPIs that will measure the success of the activities and programmes that will be undertaken.

Efforts will be made to engage with specific target groups and their advocates as part of the review of key activities and key performance indicators.

From an outcomes angle for communities, engagement with all Members as community leaders, and through Cabinet and Portfolio Holder, will help the service area and therefore the Council to ensure that information, feedback and concerns continue to be raised through a variety of channels and with actions being identified as necessary to seek to mitigate any negative impacts.

The Council will continue to look at nationally recognised best practice in the development of the EGS and updated delivery plans. The Council will actively encourage the participation of local community networks, Town and Parish Councils and business groups in the development and delivery of the Economic Growth Strategy. As part of the development of the EGS delivery plan activities, efforts will be made to engage with specific target groups and their advocate to feed into the key activities to be developed or continued.

Associated ESHIAs

ESHIA's were also previously carried out in relation to the development of the Council's Economic Growth Strategy 2017 -2021, before development and following public

consultation. These provide useful additional context for the overall strategic policy of the Council towards economic growth as an integral element of place shaping approaches across the County.

ESHIA's in relation to the Local Plan Partial Review provide further complementary detail not least with regard to longer term approaches to infrastructure planning and provision. Given the policy implications associated with highways those undertaken in related service areas with regard to transport and movement strategies are also relevant.

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations. This includes climate change considerations

Climate Change

The purpose of the corporate Climate Strategy & Action Plan is to generate a positive response to the urgent challenge of climate change and its likely adverse effects across Shropshire and its communities. The Strategy identifies how the Council proposes to deliver its objective of becoming net carbon neutral by 2030 and make a positive contribution to the county's transition to a low carbon future through:

- Powering down energy and resource consumption and carbon emissions through energy efficiency measures and the adoption of low carbon technologies.
- Powering up the production of renewable energy from Council property.
- Capturing and storing carbon to offset residual emissions.
- Working with others in our supply chain and the wider community and through our regulatory roles to highlight the challenge of climate change and foster positive responses, including opportunities for clean growth, across Shropshire, consistent with the Council's strategic vision and objectives.

The EGS supports the challenge of climate change through clean growth with increased investment in low carbon innovation and industries with a focus on sectors that support the environment and local green job growth.

Key areas of focus for the economic strategy in terms of climate change and aligning to the climate change strategy are:

- renewable energy development.
- energy efficiency retrofit measures for existing buildings (both domestic and non-domestic).
- low carbon vehicle fuels.
- waste, materials and resource management.
- land management, carbon capture & storage.

Sustainability has been identified as a core value to be considered across all proposed EGS activities. As the action plan is developed and activities are finalised, these key areas of focus will be explored further with partners and stakeholders to identify key actions and activities, and these will be thoroughly investigated and appraised against the key Climate Change considerations.

Health and Well being

The EGS is anticipated to contribute towards improving on Shropshire's position as one of the healthiest places to live which will positively influence people's mental and physical wellbeing. This is not least through improving prospects of employment and therefore prosperity across age ranges and for people with disabilities and/or with caring responsibilities, alongside upskilling and further education opportunities as well as potential for greater social mobility across our rural county.

Economic and societal/wider community


The Economic Growth Strategy is data driven and the comprehensive economically focused action plan that will continue to enable Shropshire to move towards economic prosperity is under development. The action plan includes measures to enable our business communities and stakeholders to co-create, with Shropshire Council, a connective, competitive, sustainable and inclusive economy where businesses and individuals are thriving, healthy and resilient.

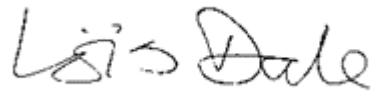

The mission statements will enhance positive impact across the County, in all areas

- To provide appropriate housing, connectivity, networks and workplace progression through training and upskilling, so the county has the **right workforce to enable economic growth** and prosperity and grows its working age population.
- To provide the **right tools and support** to facilitate businesses to invest in research and development, relocate to Shropshire or expand and grow in their physical locations and workforce.
- To champion investment in **wider infrastructure** that underpins business investment, focused around town centres and high streets, business parks and growth corridors.

The anticipated overall outcome of the developing action plan integral to the EGS is that there will be long term benefits of increased productivity for businesses, improved wages for employees within the County, increased levels of investment from the private and public sector, new homes built within an annual quota, and a measurable increase in the number of jobs available for residents of all ages within the County.

Scrutiny at Part One screening stage

People involved	Signatures	Date
<i>Lead officer carrying out the screening</i> Hayley Owen Growth Programme and Strategy Manager		24.11.22

<i>Any internal service area support*</i>		
<i>Any external support**</i> Lois Dale Rurality and Equalities Specialist		24 th November 2022
Sarah Dodds Feedback and Insight Team Leader		23/11/2022

**This refers to other officers within the service area*

***This refers to support external to the service but within the Council, e.g., the Rurality and Equalities Specialist, the Feedback and Insight Team, performance data specialists, Climate Change specialists, and Public Health colleagues*

Sign off at Part One screening stage

Name	Signatures	Date
<i>Lead officer's name</i> Hayley Owen Growth Programme and Strategy Manager		24.11.22
<i>Accountable officer's name</i> Tracy Darke Assistant Director Economy and Place		5.12.22

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description

The Economic Growth Strategy (EGS) sets out the Council and other partners and stakeholders' commitment to grow the economy of the County.

Preparing the clear vision within the EGS is an important milestone in defining the key objectives and identifying the series of actions that the Council and partners will take to achieve economic growth over the coming years.

The addition, in this final version of the Economic Growth Strategy, of a foreword by the Portfolio Holder for Growth and Regeneration emphasises the partnership element of the Strategy which has been co-created by our business community as a collaborative Economic Strategy for Shropshire. The foreword acknowledges the opportunities and challenges and the ambition for Shropshire.

Post consultation, the Vision of the final draft of the EGS remains as follows: "Working together with our business communities and stakeholders and by utilising our unique environment and high-quality assets, we will co-create a connected, competitive, sustainable and inclusive economy through our new Economic Growth Strategy: one that is nationally recognised where businesses and residents are thriving, healthy and resilient." This has been drawn up with full involvement of an Economic Task Force that involve representatives from various Shropshire businesses, educational establishments, business support forums, government organisations and senior officers within Shropshire Council.

A significant amount of work was undertaken to inform the evidence base, which helped to develop the core values and themes of the EGS along with a Logic Model framework. The development of the EGS was supported by the University Centre Shrewsbury and has been developed in line with the emerging Shropshire Plan and other key strategies to ensure synergies and interdependencies are reflected.

The strategy was co-developed with the members of the Economic Taskforce and Shropshire Council colleagues across departments to ensure it reflect key issues, priorities, opportunities and challenges. Further work on the action plan and governance was undertaken by the Economic Taskforce, post-consultation.

Post-consultation the **core values** of the Final draft of the strategy remain as:

- Resilience
- Sustainability
- Inclusivity
- Wellbeing and Health

These core values run through the key themes of the strategy and are embedded in the action plan.

Post consultation the **key themes** remain as:

- Supporting local business
- Strategic locations
- Employment and skills

These were developed and tested through the Economic Taskforce for Shropshire and as part of a wider business, stakeholder and partners workshop held in November 2021 at Shrewsbury Town Football Club. This hybrid event successfully brought together over 90 participants to discuss, debate, inform and shape the key themes outlined. It also gave our business community the opportunity to tell us about their requirements, asks and wants from a new EGS for Shropshire.

The key themes and logic model have been further co-developed and tested through the Economic Taskforce and as part of a series of engagement events and activities.

An additional document accompanies the final Economic Growth Strategy detailing the governance, KPI development and action and delivery, providing greater detail to inform the Shropshire Economic Partnership who will take on the ownership of the strategy.

As an addendum to the Shropshire Economic Growth Strategy 2022 -2027, the intention of this document is to provide the developed Governance structure and expand on the KPIs that will measure the success of the activities and programmes that will be undertaken now and developed over the five year timeframe.

The Action & Delivery Plan is complex and requires more work to complete and is the next planned activity to ensure all partner and stakeholder activity is compiled into one working document. For the purpose of this document, it indicates the ambition under each of the three key themes – business support, strategic locations and employment and skills and demonstrates examples of current activity in delivery to **provide the framework the Plan will take**.

It will be updated annually to reflect changes in delivery strategy and achievement and will reflect the work being undertaken in real time.

An important takeaway from this document is that the Governance section shows the emergence of the **Shropshire Economic Partnership (SEP)**, that has been deemed the most appropriate vehicle to take forward our ambitious, collaborative and bold strategy. The business community intend to merge the Shropshire Business Board with the Shropshire Economic Taskforce and drive growth through the SEP, this new Partnership will take over ownership of the Strategy.

The KPI section within this document sets the intention of how we will measure success and will be **the right mix of national key performance indicators alongside more localised measures**. We acknowledge that the national sources, primarily through the Office for National Statistics (ONS) are used by Government and are important, especially when considering our ranking against other Local Authority areas in considering competitive bid applications and subsequent allocations of funding. We recognise that localised measures better show the impact of activity ‘on the ground’ in real time and are key to ensuring our businesses and residents see that improvements, investments and progress are being made. In establishing our key values and associated measures we can ensure all activity and programmes are actively adding value to businesses and quality of life in the County and providing **‘good growth in the right place’**.

The proposal acknowledges that whilst the Council does not have control over all the activities and actions which will generate economic growth the council is fully committed to working collaboratively across the public and private sectors and with communities in order to achieve its economic ambitions.

The proposal also provides a strong statement for residents, business owners, employers and visitors of Shropshire, how they can expect the county of Shropshire to develop over time, and how that growth and change is being planned, coordinated and communicated.

Intended audiences and target groups for the service change

The intended immediate audience is everyone who lives in, works in or visits Shropshire. There is also a wider impact across into Wales and across Shropshire borders into neighbouring areas where people may live and work, and, therefore, all groupings within the community, as well as those who serve them. The groups include the Council, town and parish councils, the wider business and education sector, the voluntary and community sector, the health and social care sector, and organisations and bodies involved in enabling and facilitating economic growth. These groups also extend to neighbouring authorities, including Herefordshire and Telford and Wrekin Councils as part of the triumvirate of local authorities in the Marches Local Enterprise Partnership, and authorities across the borders into Wales.

The main stakeholder groups were identified as follows:

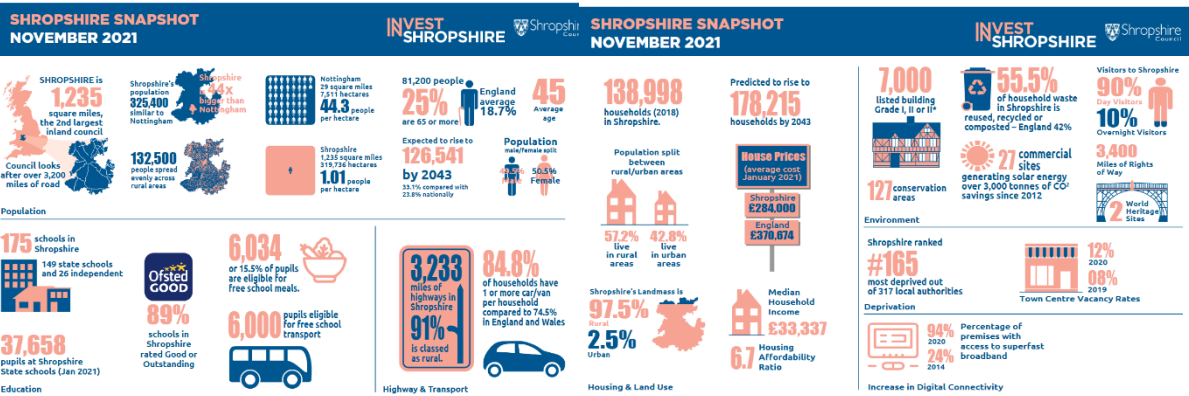
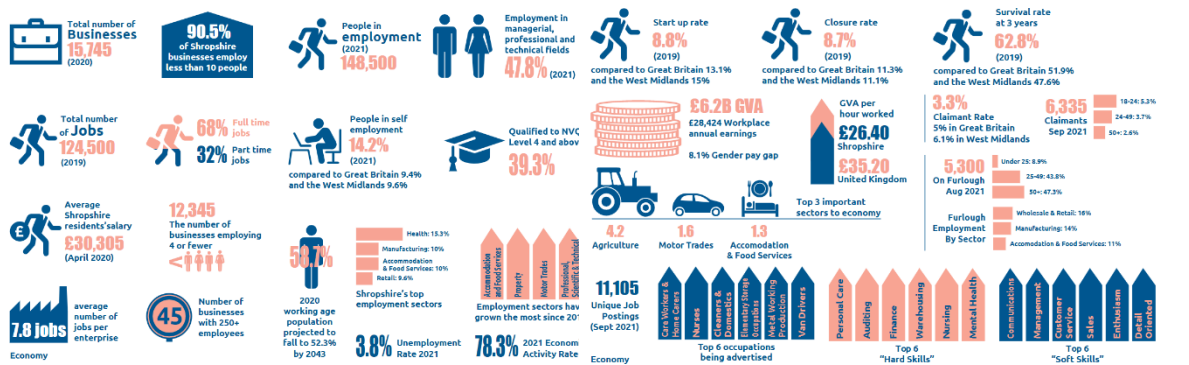
- A range of stakeholders, including the development industry, local businesses, housing associations, utilities companies, transport and the land-based sector.
- Business partnerships and support bodies, including the Shropshire Business Board.
- Housing providers

- Local businesses
- Members of the public
- Members of Parliament in Shropshire
- Organisations with strategic and cross boundary economic and environmental interests, including neighbouring local authorities, and the Marches Local Enterprise Partnership (LEP) as well as the national Rural Services Network and County Councils Network
- Partnerships and providers of learning, skills and employment opportunities
- Public sector bodies
- Rural and environmental partnerships
- Shropshire Council Elected Members and Officers
- Town and Parish councils
- Voluntary and Community Sector organisations (including social enterprise)

This list is not intended to be exhaustive or in order of priority and will be added to and amended as and when appropriate, including through feedback from consultation.

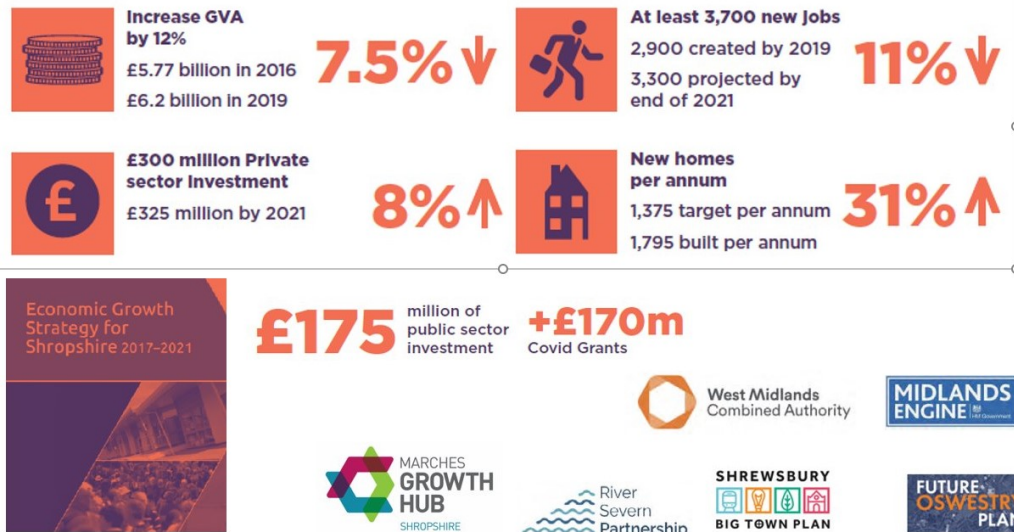
Evidence used for screening of the service change

Shropshire snapshot November 2021 evidenced Shropshire at this point in time, at the culmination of the Economic Growth Strategy 2017 – 2021.



Targets for the Economic Growth Strategy 2027 – 2021 evidenced below with the

Target vs Actual



actual figures in 2021 being evidenced with private/public sector investment and new homes per annum being exceeded.

Immediate and short-term solutions saw the following:

- Town Centre Recovery Programmes
- £2.76m Economic Recovery Programme
- High Street / Welcome Back Fund
- 3 Shropshire Bids for Levelling Up Fund
- £170 million of Covid-19 direct business grants

This work, Government reviews and our collective experience brought us to a place where we needed to:

Inform a new **economic growth plan and strategy refresh** for Shropshire for 2022 - 2027

– focusing on the three themes of Employment and Skills, Strategic Locations and Supporting Local Business.

The positive impact of the Economic Growth Strategy will thus be measured against and evidenced through the following impact assessment areas:

Supporting Local Business

- An increase in Business Start-Ups
- Sustained high levels of business survival
- Increase in inward investment
- Increase in the number of jobs, especially in higher skilled occupations

- Increase in business profitability / turnover
- Levels of business confidence
- Businesses operating or diversifying into new sectors

Strategic Locations

- Increase in number of households with access to ultrafast broadband and 4 and 5G mobile reception
- Net housing completions
- Investment in strategic infrastructure
- Employment land brought forward
- Town centre vacancy rates
- Town centre footfall

Employment and Skills

- Employment and unemployment rates
- Reduction in hard to fill vacancies
- Reduction in the proportion of businesses reporting skills gaps
- Increase in high value jobs across county
- Improved retention of working age population, especially in younger age brackets

Specific consultation and engagement with intended audiences and target groups for the service change

- Economic Recovery Taskforce created in 2020 and meeting bi-monthly, creation of sub-group for EGS
- Business and Stakeholder Workshop with 70 in person participants, 50 online on 3 November 2021
- Members update given Dec 21 via newsletter
- Progress meeting with Communities Overview Committee 23 March 2022
- In person workshop for Taskforce and Senior SC officers facilitated by UCS in Shrewsbury 30 March 2022
- Second members update given 28 April 2022
- First viewing of proposed content of EG Refresh at Communities Overview Committee Meeting 4 May 2022
- Detailed Evidence Base produced by Shropshire Council's Insights Team
- Feedback from Business and Stakeholder Workshop on Themes and Asks
- SWOT Analysis
- Logic Model to identify appropriate vision and impact

- Review of Achievements from Economic Growth Strategy 2017 – 2021.

Consultation on the EGS was held between 4 July and 2 September 2022 and a subsequent Public Consultation Report dated September 2022 was created by the Feedback and Insight Team, which drew up points of overall feedback, concerns, key issues or gaps, positive feedback, partnership, impact.

Stakeholders were given the opportunity to raise issues that they would like to see addressed as well as the opportunity to suggest alternatives. Consultation on the EGS to date has been of a collaborative nature, primarily through the forum of workshops and with external organisations represented through the Economic Task Force.

Further ongoing engagement with stakeholders will continue to be sought, from representatives of Town and Parish Councils via SALC (Shropshire Association of Local Councils), wider business consultation via Shrewsbury and Oswestry Business Improvement Districts, Shropshire Chamber of Commerce, Federation of Small Businesses plus businesses supported by and accessed through the Marches Growth Hub.

Issues of concern raised have been evaluated and the significance of the issues will determine further evaluation with a strategy being planned to address the key issues.

The EGS consulted on sets out the key headlines, what's next for Shropshire, mission statements, vision, core values, strategic themes, proposed governance, resourcing, impact and action plan headlines.

The consultation process was predominantly informed by the online survey and portal as well as being publicised on social media with local press releases. Responses were collated via the online portal with opportunities for written feedback for those preferring not to use online facilities, being made possible. The survey was promoted to the stakeholders listed using available communications methods and local newsletters.

Overall views: 26% of the survey respondents were satisfied or very satisfied with the draft. A slightly greater proportion (33%) were dissatisfied or very dissatisfied (31% had a more neutral opinion). The very mixed feedback was explained within the comments.

Positive feedback: Many commented that the draft strategy was well presented, easy to read and clear. There was a recognition that implementation would be particularly challenging without increased local authority funds and in light of increasing energy prices and cost of living.

Vision: Despite some mixed overall views there is support for the Strategy's vision and the objectives. Feedback was that the draft reflects the current economic position, and the aims and main priorities are clear.

Concerns: Respondents with some dissatisfactions were asked to explain their concerns. Feedback called for:

- Greater measurement of impact, outputs, KPIs.
- A need to better reflect the issues for rural communities and the importance of rural infrastructure.
- Greater focus on current economic trends and impacts.
- More focus on adopting an economic approach to address climate change.
- Greater emphasis on agriculture.
- Concerns about homes/housing or CIL use.
- Prioritisation of jobs and social mobility/young people.
- Greater consideration of tourism.

Gaps: There was common agreement across the survey and written respondents about some of the issues perceived as gaps.

These include:

- Rural infrastructure and services (including business support).
- Climate change and the green economy.
- Public and sustainable transport.
- Agriculture and food production.
- Tourism.
- Skills and employment opportunities (particularly for younger people)
- Health and Wellbeing

Partnership: There were some concerns that opportunities to get involved had not been more extensive (particularly for town and parish councils) and offers/interest to be involved in future stages of work.

Impact: There were few concerns about impacts but a strong recognition that rural inequalities, access to local services (including pressures within health services), the need for practical support and infrastructure for businesses and local employment opportunities will be required for growth. Reducing/positively impacting climate change was considered a priority.

Add in Positive Feedback/Partnership/Impact

The outcome of the consultation has informed the final version of the EGS and is presented to Cabinet for endorsement. This will guide future activities in line with the EGS vision and aims and used to direct funding and support to deliver the EGS.

A “You Said We Did”, response to consultation, document addressing the concerns/gaps//responses to the consultation has been drawn up under the following headings:

- Rural economy and rural/general business support and investment
- Agriculture
- Tourism

- Climate change and green infrastructure
- Transport
- Connectivity, both physical and virtual
- Economic trends and impacts of policy
- Plan implementation and monitoring
- Engagement of town and parish councils
- Homes/housing and CIL
- Young people/skills

Initial equality impact assessment by grouping (Initial health impact assessment is included below)

Please rate the impact that you perceive the service change is likely to have on a group, through stating this in the relevant column.

Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.

Protected Characteristic groupings and other groupings in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Part One ESIIA required</i>
<u>Age</u> (please include children, young people, young people leaving care, people of working age, older people. Some people may belong to more than one group e.g., a child or young person for whom there are safeguarding concerns e.g., an older person with disability)			✓	
<u>Disability</u> (please include mental health conditions and syndromes; hidden disabilities including autism and Crohn's disease; physical and sensory disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; and HIV)			✓	
<u>Gender re-assignment</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓

<p><u>Marriage and Civil Partnership</u></p> <p>(please include associated aspects: caring responsibility, potential for bullying and harassment)</p>				✓
<p><u>Pregnancy and Maternity</u></p> <p>(please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>			✓	
<p><u>Race</u></p> <p>(please include ethnicity, nationality, culture, language, Gypsy, Traveller)</p>				✓
<p><u>Religion and belief</u></p> <p>(please include Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Nonconformists; Rastafarianism; Shinto, Sikhism, Taoism, Zoroastrianism, and any others)</p>				✓
<p><u>Sex</u></p> <p>(this can also be viewed as relating to gender. Please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>			✓	
<p><u>Sexual Orientation</u></p> <p>(please include associated aspects: safety; caring responsibility; potential for bullying and harassment)</p>				✓
<p><u>Other: Social Inclusion</u></p> <p>(please include families and friends with caring responsibilities; households in poverty; people for whom there are safeguarding concerns; people you consider to be vulnerable; people with health inequalities; refugees and asylum seekers; rural communities; veterans and serving members of the armed forces and their families)</p>			✓	

Initial health and wellbeing impact assessment by category

Please rate the impact that you perceive the service change is likely to have with regard to health and wellbeing, through stating this in the relevant column.

Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.

Health and wellbeing: individuals and communities in Shropshire	High negative impact <i>Part Two HIA required</i>	High positive impact	Medium positive or negative impact	Low positive negative or neutral impact (please specify)
<p>Will the proposal have a <i>direct impact</i> on an individual's health, mental health and wellbeing?</p> <p>For example, would it cause ill health, affecting social inclusion, independence and participation?</p>			✓	
<p>Will the proposal <i>indirectly impact</i> an individual's ability to improve their own health and wellbeing?</p> <p>For example, will it affect their ability to be physically active, choose healthy food, reduce drinking and smoking?</p>				✓
<p>Will the policy have a <i>direct impact</i> on the community - social, economic and environmental living conditions that would impact health?</p> <p>For example, would it affect housing, transport, child development, education, employment opportunities, availability of green space or climate change mitigation?</p>			✓	
<p>Will there be a likely change in <i>demand</i> for or access to health and social care services?</p> <p>For example: Primary Care, Hospital Care, Community Services, Mental Health,</p>				✓

Local Authority services including Social Services?				
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Identification of likely impact of the service change in terms of other considerations including climate change and economic or societal impacts

Whilst this EGS is economically focused there are considered to be many benefits likely to accrue in terms of equality, diversity and social inclusion associated with a resilient economy such as increased employment opportunity, provision of housing, infrastructure benefits, facilities and utilities, climate change considerations and well-being improvements, which are key drivers of the strategy.

The service change as proposed will have a positive impact on fostering good relations with the businesses, residents and visitors to Shropshire as being a clear vision of “What’s next for Shropshire”.

The new Shropshire Economic Partnership will lead the delivery of the Action Plan and monitor its performance and will also be involved in the delivery of the UK Shared Prosperity Fund thus ensuring a consistent understanding of the needs of the businesses, communities, residents and visitors to Shropshire. The UK Shared Prosperity Fund (UKSPF) is a Government-allocated fund which is intended to reduce inequalities between communities, as part of the Government’s wider “levelling up” agenda. The information on UKSPF contained within the Levelling Up White Paper, which emerged in February 2022, indicated that UKSPF would cover a range of priorities including communities and place, business support and people and skills.

Guidance Notes

Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. By way of illustration, some local authorities focus more overtly upon human rights; some include safeguarding. It is about what is considered to be needed in a local authority's area, in line with local factors such as demography and strategic objectives as well as with the national legislative imperatives.

Carrying out these impact assessments helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes.

These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

These screening assessments for any proposed service change go to Cabinet as part of the committee report, or occasionally direct to Full Council, unless they are ones to do with Licensing, in which case they go to Strategic Licensing Committee.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

These screening assessments are recommended to be undertaken at timely points in the development and implementation of the proposed service change.

For example, an ESHIA would be a recommended course of action before a consultation. This would draw upon the evidence available at that time, and identify the target audiences, and assess at that initial stage what the likely impact of the service change could be across the Protected Characteristic groupings and our tenth category of Social Inclusion. This ESHIA would set out intended actions to engage with the groupings, particularly those who are historically less likely to engage in public consultation e.g., young people, as otherwise we would not know their specific needs.

A second ESHIA would then be carried out after the consultation, to say what the feedback was, to set out changes proposed as a result of the feedback, and to say where responses were low and what the plans are to engage with groupings who did not really respond. This ESHIA would also draw more upon actions to review impacts in order to mitigate the negative and accentuate the positive. Examples of this approach include the Great Outdoors Strategy, and the Economic Growth Strategy 2017-2021

Meeting our Public Sector Equality Duty through carrying out these ESHIAs is very much about using them as an opportunity to demonstrate ongoing engagement across groupings and to thus visibly show we are taking what is called due regard of the needs of people in protected characteristic groupings

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full

report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion.

In practice, Part Two or Full Screening Assessments have only been recommended twice since 2014, as the ongoing mitigation of negative equality impacts should serve to keep them below the threshold for triggering a Full Screening Assessment. The expectation is that Full Screening Assessments in regard to Health Impacts may occasionally need to be undertaken, but this would be very much the exception rather than the rule.

1. Council Wide and Service Area Policy and Practice on Equality, Social Inclusion and Health

This involves taking an equality and social inclusion approach in planning changes to services, policies, or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision-making processes.

This is where Equality, Social Inclusion and Health Impact Assessments (ESHIA) come in. Where you carry out an ESHIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet.
- What target groups and audiences you have worked with to date.
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand-alone for a member of the public to read. The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions, or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people or households that we may describe as vulnerable.

Examples could be households on low incomes or people for whom there are safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, e.g., Age. Another specific vulnerable grouping is veterans and serving members of the Armed Forces, who face particular challenges with regard to access to Health, to Education, and to Housing.

We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views

when developing and implementing policy and strategy and when commissioning, procuring, arranging, or delivering services.

When you are not carrying out an ESHIA, you still need to demonstrate and record that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESHIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESHIA:

- If you are building or reconfiguring a building.
- If you are planning to reduce or remove a service.
- If you are consulting on a policy or a strategy.
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them.
- If you are setting out the standards of behaviour that we expect from people who work with vulnerable groupings, such as taxi drivers that we license.
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself.
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language regarding these groupings in particular.

2. Council wide and service area policy and practice on health and wellbeing

This is a relatively new area to record within our overall assessments of impacts, for individual and for communities, and as such we are asking service area leads to consider health and wellbeing impacts, much as they have been doing during 2020-2021, and to look at these in the context of direct and indirect impacts for individuals and for communities. A better understanding across the Council of these impacts will also better enable the Public Health colleagues to prioritise activities to reduce health inequalities in ways that are evidence based and that link effectively with equality impact considerations and climate change mitigation.

Health in All Policies – Health Impact Assessment

Health in All Policies is an upstream approach for health and wellbeing promotion and prevention, and to reduce health inequalities. The Health Impact Assessment (HIA) is the supporting mechanism

- Health Impact Assessment (HIA) is the technical name for a common-sense idea. It is a process that considers the wider effects of local policies, strategies and initiatives and how they, in turn, may affect people's health and wellbeing.
- Health Impact Assessment is a means of assessing both the positive and negative health impacts of a policy. It is also a means of developing good evidence-based policy and strategy using a structured process to review the impact.
- A Health Impact Assessment seeks to determine how to maximise health benefits and reduce health inequalities. It identifies any unintended health consequences. These consequences may support policy and strategy or may lead to suggestions for improvements.
- An agreed framework will set out a clear pathway through which a policy or strategy can be assessed and impacts with outcomes identified. It also sets out the support mechanisms for maximising health benefits.

The embedding of a Health in All Policies approach will support Shropshire Council through evidence-based practice and a whole systems approach, in achieving our corporate and partnership strategic priorities. This will assist the Council and partners in promoting, enabling and sustaining the health and wellbeing of individuals and communities whilst reducing health inequalities.

Individuals

Will the proposal have a *direct impact* on health, mental health and wellbeing?

For example, would it cause ill health, affecting social inclusion, independence and participation?

Will the proposal directly affect an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to be physically active e.g., being able to use a cycle route; to access food more easily; to change lifestyle in ways that are of positive impact for their health.

An example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g., green highways), and changes to public transport that could encourage people away from car usage. and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve lives.

Will the proposal *indirectly impact* an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to access local facilities e.g., to access food more easily, or to access a means of mobility to local services and amenities? (e.g., change to bus route)

Similarly, to the above, an example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g. pedestrianisation of town centres), and changes to public transport that could encourage people away from car usage, and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve their health and well-being.

Communities

Will the proposal directly or indirectly affect the physical health, mental health, and wellbeing of the wider community?

A *direct impact* could include either the causing of ill health, affecting social inclusion, independence and participation, or the promotion of better health.

An example of this could be that safer walking and cycling routes could help the wider community, as more people across groupings may be encouraged to walk more, and as there will be reductions in emission leading to better air quality.

An *indirect impact* could mean that a service change could indirectly affect living and working conditions and therefore the health and well being of the wider community.

An example of this could be: an increase in the availability of warm homes would improve the quality of the housing offer in Shropshire and reduce the costs for households of having a warm home in Shropshire. Often a health promoting approach also supports our agenda to reduce the level of Carbon Dioxide emissions and to reduce the impact of climate change.

Please record whether at this stage you consider the proposed service change to have a direct or an indirect impact upon communities.

Demand

Will there be a change in demand for or access to health, local authority and social care services?

For example: Primary Care, Hospital Care, Community Services, Mental Health and Social Services?

An example of this could be: a new housing development in an area would affect demand for primary care and local authority facilities and services in that location and surrounding areas. If the housing development does not factor in consideration of availability of green space and safety within the public realm, further down the line there could be an increased demand upon health and social care services as a result of the lack of opportunities for physical recreation, and reluctance of some groupings to venture outside if they do not perceive it to be safe.

For further information on the use of ESHIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email lois.dale@shropshire.gov.uk.

***For further guidance on public health policy considerations: please contact
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