

Shropshire Council
Equality, Social Inclusion and Health Impact Assessment (ESHIA)
Stage One Screening Record 2026

Please note that part A and part B of this document should be completed.

A. Summary Sheet on Accountability and Actions

Name of proposed service change
<i>Shropshire Council Corporate Plan 2026-2030</i>

Name of the officer carrying out the screening
<i>Tom Dodds</i>

Decision, review, and monitoring

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

If completion of a Stage One screening assessment is an appropriate and proportionate action at this stage, please use the boxes above, and complete both part A and part B of of this template. If a Full or Stage 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.

Assessment of likely neutral, negative impact or positive impact of the service change in terms of equality and social inclusion considerations
<p>The Corporate Plan 2026-2030 sets the Council's direction for the next four years, within a longer-term view of Shropshire's future. It is intended to provide a basis and context for prioritisation, decision-making, policy development and resource allocation, ensuring activity is aligned to the outcomes the Council is most focussed on delivering, enabling through others, and influencing through partnership.</p> <p>As an overarching plan, the Corporate Plan sets out high-level views of what the Council will be focusing on delivering. It has strong links to the Council's current and emerging strategies, including those in partnership, whether with organisations through the Shropshire and Telford and Wrekin ICS, or with town and parish councils. Actions identified in the delivery plans may require ESHIAs of their own.</p> <p>The Plan's priority ambitions have been informed and shaped by a range of evidence and engagement, including local data and insight, resident and</p>

organisational feedback (including budget consultation), and engagement with staff, councillors, residents and partners. This has aided the stocktake assessment, grounding it in evidence and setting the scene for ongoing engagement across all groupings in the community and in the workforce.

The Equality Act 2010 describes nine Protected Characteristic groupings or characteristics that people may share, eg Age, Disability, Race. Local authorities such as ourselves and other public sector organisations are obliged to have 'due regard' to the needs of people in these groupings in our decision-making processes. In this stocktake ESHIA record, initial assessment of the Corporate Plan in its draft form is that there is potential for a Neutral to Low Positive impact across all nine groupings, as well as for the additional groupings of people that we think about in Shropshire, of Social Inclusion, Carers, and Young People Leaving Care. The Council also considers those in the grouping of **veterans and serving members of the armed force and their families**, in a separate grouping, in order to visibly demonstrate that 'due regard' is being given to people in this grouping, as per the requirements of the Armed Forces Act 2021.

Our additional categories help us to seek to ensure that we consider the needs of the following: rural households in our large and sparsely populated rural county; households on low incomes; households in fuel poverty; and those we may consider to be vulnerable. This includes refugee families, people living in fuel poverty, people fleeing domestic violence, and those who are rough sleepers or at risk of homelessness for what may be a variety of circumstances. Inclusion health groups (those with multiple overlapping risk factors) are also included.

At this stage, the anticipated likely positive impacts include mitigation and prevention of poor health outcomes and promotion of positive health outcomes through the current, and to be refreshed Health and Wellbeing strategy, developing a thriving economy which will include better paid jobs and carbon reduction. Priorities include efforts to address inequalities; to identify and support vulnerable children, young people, adults and families; to ensure that there is a range of affordable and appropriate and specialised accommodation; and to achieve shared priorities with partners around transport; digital and mobile connectivity; employment, skills and the economy; and the environment.

Assessment of likely neutral, negative or positive impact of the service change in terms of health and wellbeing considerations

As a strategic document for the Council, the priority ambitions in the Corporate Plan encompass both health and wellbeing across all groupings, with a policy intention to contribute positively to the wider determinants of health.

There is a clarity of focus on:

- Tackling and reducing health inequalities

- Promoting well-being, including the role of the environment for physical and mental health, through Planning Policy and promotion of/access to Shropshire's natural landscapes.
- Embedding prevention and early intervention with partners
- Enabling communities to be safe
- Partnership working to tackle domestic abuse
- Supporting people as they move through life events, with an understanding of predicted demographic change and service demand planning.

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

The delivery of the Corporate Plan priority ambitions is a central component of the Council's Performance Management Framework which is being refreshed and strengthened alongside the new plan.

Performance dashboards will set out the relevant measures against each of the six priority ambitions. These will be maintained as the data becomes available, providing a rolling view of the progress and impact of the delivering the Council's priorities for officers and Members.

As well as the visibility of progress and impact from the dashboards there will also be quarterly reports to Overview and Scrutiny Committees and Cabinet that will highlight key points by exception, providing the opportunity to identify any positive or negative impacts and any mitigating actions that will be taken.

There will be an annual review of progress against the delivery of the Corporate Plan and the intention is to share this using an Annual Report. This will be followed by annual Budget and Business Planning which will enable the council to be agile and responsive to changing needs and demands and ensure that resources are targeted where they need to be. Service Planning will be carried out each year to set out the delivery of the Corporate Plan.

This will provide the scope to identify any gaps relating to equalities issues arising from the circumstances in which people and households find themselves, including changes in circumstance driven by the significant rise in fuel costs and/or location in the county such as living in more rural areas, as well as challenges for individuals and their families, including hidden or more visible disabilities.

The delivery of the priorities will also be a central feature of annual Business and Budget Planning activity and the Service Plans that will be completed at Service Director or Head of Service level as appropriate. These will have more detail on the actions being taken. These plans and the projects and programmes set out within them will be available to inform the annual review and development of the Strategic for Overview and Scrutiny work programme that will identify opportunities for the committees to identify topics that they could look into during their work and add value for the Council and communities.

Projects progressing the key deliverables for the priority ambitions are likely to require ESHIAs and service areas will accordingly need to carry out engagement with the groups and communities within their scope, as well as potentially seeking expertise from cross-organisation teams where appropriate. The completed Service Plans can be reviewed to identify the actions and key deliverables that are expected to require an ESHIA.

Associated ESHIAs

The impact assessment carried out for the Shropshire Plan provides useful context. It may be viewed as such alongside ESHIAs carried out in relation to service area strategy and Council-wide strategy. Additionally, the ESHIA carried out for the Council's Strategic Equality Objectives Action Plan 2024-2028 provides policy context in regard to our efforts to comply with our Public Sector Equality Duty, to continue to work with partners and communities, and to demonstrate good practice in doing so. The ESHIA for the Action Plan may be found with Cabinet papers for November 2024, whilst the Action Plan itself is on our EDI pages of the website, along with our Annual Service User Diversity Reports and Workforce Diversity Reports.

Assessment of likely neutral, negative or positive impact, and actions to review and monitor overall impacts, with regard to climate change impacts and with regard to economic and societal impacts

A primary focus of the Plan is financial sustainability of the council. The scale and scope to which the delivery of the priority ambitions set out in the plan can and will be delivered will be set each year with this in mind.

Climate change

Climate change and the environment is cross-cutting against the six priority ambitions in the Corporate Plan e.g. in terms of EVs and green transport options, and the green economy. There is also a priority ambition on the environment that includes adaptation and resilience in relation to climate change impacts, as well as recognising the value and benefit of the environment on people's mental and physical well-being.

The achievement of the priority ambitions should support the Council to make good progress in realising our climate change ambitions and targets. Because the Corporate Plan is at the top of the council's 'Golden Thread', this focus and delivery actions will be written through the organisation e.g. in Service Plans.

The spotlight on tackling climate change in Shropshire will be maintained through the Council's Performance Management Framework with a focus on progress with the actions, projects and initiatives and the impact achieved. These will be monitored, reviewed, and reported, with action taken as required when the data is published, and they will be a feature of the Council's regular performance reporting and performance management work.

As progress is made and actions are completed, and new projects and programmes are developed, there will be scope within the delivery plan and the performance management framework to include them. They can be refreshed as and when required with new actions, measures and milestones added so that progress with and the impact of tackling climate change will always be current.

Economic and societal/wider community

As would be expected, the Corporate Plan has a strong view across all of the duties that the council is responsible for delivering, as well as areas where it plays a wider place leadership role, working with partners to achieve shared outcomes, especially where they might help prevent need and therefore demand for statutory services.

The Plan reinforces the Council's commitment to working in partnership with Town and Parish Councils, VCSE, and communities. It demonstrates recognition that the role and purpose of the council will change to having a stronger emphasis on enabling and influencing, as well as delivering services and discharging statutory functions in so doing.

There are priority ambitions that cover connected communities, safe and inclusive places, homes and housing, education and skills, jobs and the economy, and the environment. Cost-of-living and financial resilience programmes have been approved as part of the Crisis & Resilience Fund (CRF) and will be delivered alongside partners for the period 2026 – 2029 who have been supported with additional (non-Council) grant funding provided by the Department for Work & Pensions.



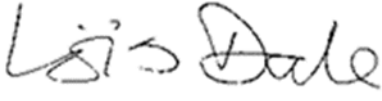

A reality for Shropshire is the long-standing trend that young people leave the area to study and for their careers, and whilst we have a growing population this is through inward migration, in the main by older people. The plan identifies that we need to consider social mobility opportunities that will make Shropshire attractive for young people to want to live and work here and for people to settle here and raise their families here.

Overall, deprivation in Shropshire is relatively low compared to the national picture. However, there are pockets of significant deprivation within certain areas and domains. Shropshire is much more deprived in the barriers to services domain and the living environment domain. Some very small, particularly rural, neighbourhoods with high deprivation may be hidden in the data as deprivation in rural areas tends to be more dispersed.

Also, in some cases people can be asset rich but cash poor, do not want to claim benefits or know what they are entitled to. For example, in our older population, many of whom are asset rich, some may still struggle to afford to heat their homes and afford the increasing cost of food. The costs of rural living can push people into poverty even if their incomes are above thresholds to claim benefits. Where possible, the CRF and programmes aim to support in these instances, either through providing cash-first payments, or more long-lasting resilience support



around income maximisation, budgeting, benefits advice or other support schemes.

Scrutiny at Stage One screening stage

People involved	Signatures	Date
Lead officer for the proposed service change		13/4/2026
Officer carrying out the screening		230/4/2026
External support* Mrs Lois Dale Senior Insights and Research EDI Specialist		19/04/2026
Phillip Northfield Public Health – Integration & Inequalities Officer		22/04/2026

*This refers to support external to the service and within the Council, e.g., the Senior Insights and Research EDI specialist, the Integration & Inequalities Officer – Public Health, other Insights and Research or Public Health colleagues, the Feedback and Insight Team, Climate Change specialists, etc.

Sign off at Stage One screening stage

Name	Signatures	Date
Lead officer's name		23.04.2026
Service manager's name		23.04.2026

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

B. Detailed Screening Assessment

Aims of the service change and description

The Corporate Plan 2026-2030 sets the Council's direction for the next four years, within a longer-term view of Shropshire's future. It is intended to provide a basis and context for prioritisation, decision-making, policy development and resource allocation, ensuring activity is aligned to the outcomes the Council is most

focussed on delivering, enabling through others, and influencing through partnership.

The Plan sets out six priority ambitions

The six priority ambitions are:

1. A Council that is financially sustainable, with clear priorities and purpose, and a workforce supported to excel
2. Communities that are connected by well-maintained roads, accessible transport and infrastructure
3. People live in safe, inclusive places with homes that meet their needs
4. Everyone has the opportunity to be healthy and to thrive at every stage of life
5. The environment is protected and people's wellbeing is supported
6. A fair, thriving economy benefits everyone

For each ambition the Plan explains why it is a priority for Shropshire and summarises the key things the Council will focus on delivering, enabling or influencing, including the strategies, plans, programmes and partners that we work with and through.

The Plan recognises the priority of financial sustainability. While it is important to have overall ambitions as a context for Council activity, the scale and pace of delivery against them must remain realistic and affordable. Service standards, levels of provision and the pace of delivery need to be aligned to available resources, recognising this may require difficult choices, reduced service levels in some areas, and prioritisation to ensure financial sustainability.

It will also require us to think about the role and purpose of the council in delivering outcomes, and a need to consider where it is more economical, efficient and effective to achieve outcomes by working differently with partners, partnerships, and communities themselves. This will involve a greater emphasis on enabling and influencing and exploring and maximising the opportunities of working in partnership with town and parish councils, Voluntary Community and Social Enterprise Sector (VCSE) organisations, communities and through our statutory and non-statutory partnerships.

The Plan is a strategic framework. Delivery will be determined and driven through strategies, service plans and programmes. Given ongoing demand pressures (particularly on adult and children's social care services), changing national policy priorities, and the ongoing focus on financial sustainability, we will use business and budget planning each year to determine commitments and activity, aligned to resources available.

An annual review of the Plan and its commitments will enable an agile response to any changes and developments that require amendments to priorities and support

earlier conversations with partners on alternative delivery approaches ahead of autumn budget setting.

The annual review will form part of the performance management framework, demonstrating progress, delivery and impact against the Plan's ambitions. The framework will also include Key Performance Indicators (KPIs) that are reported quarterly to Cabinet and Overview and Scrutiny Committees. The Transformation and Improvement Overview and Scrutiny Committee will be engaged in its development.

It is anticipated that those KPIs will include measures currently used to demonstrate performance against the Shropshire Plan, and metrics from the *Local Outcomes Framework*. That Framework, formally published in February 2026, sets out the key outcomes that central and local government want to achieve together for people and places, focusing on results that matter most to residents. The Framework will be presented to the Transformation and Improvement Overview and Scrutiny Committee on 8th June 2026 and Cabinet for approval on 10th June 2026.

Together with the Improvement Plan and Financial Strategy, the Corporate Plan forms the strategic basis for everything we do – setting out the priorities we need to focus on, how we will improve as an organisation to deliver those priorities in the most effective, economical and efficient way, and how we will become financially sustainable and reduce reliance on Exceptional Financial Support (EFS) from Government. The suite of plans sits top of the council's 'golden thread', aligning organisational priorities through to service planning and individual staff Performance Development Reviews.

Intended audiences and target groups for the service change

- All those who live in, work in and visit Shropshire
- Local elected councillors due to their community leadership roles
- Town and Parish Councils
- VCSE organisations and groups
- Health and social care organisations, including through the Shropshire and Telford and Wrekin ICS
- Neighbouring local authorities and those with whom we work in strategic partnership, including the Britain's Leading Edge group of rural and coastal local authorities (BLE), the County Councils Network (CCN), the Rural Services Network (RSN), and the West Midlands Combined Authority (WMCA).
- Local Members of Parliament including through All Party Parliamentary Groups
- Government Departments and Agencies
- Bodies and teams with whom the Council is working in regard to its financial situation

Evidence used for screening of the service change

The Plan's priority ambitions have been informed and shaped by a range of evidence and engagement, including local data and insight, resident and organisational feedback (including budget consultation), engagement with staff, councillors, residents and partners, and consideration of national/regional policy developments, local priorities, statutory duties and responsibilities, the Improvement Plan and the Medium-Term Financial Plan.

This includes Census data, IMD analysis, Joint Strategic Needs Assessments (JSNAs) and other research data collected and analysed at local, regional and national level.

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

As per the above, there have been efforts to ensure that a range of feedback is sought across a range of audiences and through a number of communication mechanisms. This has aided the stocktake assessment, grounding it in evidence gathered and considered to date, and setting the scene for ongoing engagement across all groupings in the community and in the workforce.

Services must be aligned to the limited resources the Council has available whilst ensuring that we are delivering our statutory duties at the minimum statutory level. It is recognised that this involves some difficult decisions that need to be taken. Communications with our stakeholders, including our residents and those who advocate on their behalf, will need to be adequate and proportionate and transparent.

Having an agreed Corporate Plan will provide a context and basis to inform the development of the financial strategy and budget setting and relationships with all third parties, including contractors, the voluntary sector and residents, embracing change and transformation as necessary.

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

Please rate the impact that you perceive the service change is likely to have for a grouping, through stating this in the relevant column, including if it is anticipated to be neutral (no impact).

Please also record in here your headline rationale for the ratings you have given.

Protected Characteristic groupings and other groupings locally identified in Shropshire	High negative impact <i>Stage Two ESHIA required</i>	High positive impact <i>Stage One ESHIA required</i>	Medium positive or negative impact <i>Stage One ESHIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required</i>
<u>Age</u> (please include children, young people, young carers, 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 a disability)				Neutral to low positive
<u>Disability</u> (please include cancer; HIV/AIDS; learning disabilities; mental health conditions and syndromes; multiple sclerosis; neurodiverse conditions such as autism; hidden disabilities such as Crohn's disease; physical and/or sensory disabilities or impairments)				Neutral to low positive
<u>Gender re-assignment</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Neutral to low positive
<u>Marriage and Civil Partnership</u> (please include associated aspects: caring responsibility, potential for bullying and harassment)				Neutral to low positive
<u>Pregnancy and Maternity</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Neutral to low positive
<u>Race</u> (please include ethnicity, nationality, culture, language, Gypsy, Roma, Traveller)				Neutral to low positive
<u>Religion or Belief</u> (please include Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Nonconformists; Rastafarianism; Shinto, Sikhism, Taoism, Veganism, Zoroastrianism, and any others)				Neutral to low positive

<u>Sex</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Neutral to low positive
<u>Sexual Orientation</u> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				Neutral to low positive
<u>Other: Social Inclusion</u> (please include households in poverty or on low incomes; people for whom there are safeguarding concerns; people you consider to be vulnerable; people with health inequalities; refugees and asylum seekers; rough sleepers and those at risk of homelessness; and rural communities)				Neutral to low positive
<u>Other: Carers</u> (please include families and friends with caring responsibilities)				Neutral to low positive
<u>Other: Veterans and serving members of the armed forces and their families (as per Armed Forces Act 2023)</u>				Neutral to low positive
<u>Other: Young people leaving care</u>				Neutral to low positive

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, including if it is anticipated to be neutral (no impact).

Please also record in here your headline rationale for the ratings you have given.

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)
Will the proposal have a <i>direct impact</i> on an individual's health, mental health and wellbeing? For example, would it cause ill health, affecting social				Neutral to low positive

inclusion, independence and participation? .				
<p>Will the proposal indirectly impact 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>				Neutral to low positive
<p>Will the policy have a direct impact 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>				Neutral to low positive
<p>Will there be a likely change in demand for or access to health and social care services?</p> <p>For example: Primary Care, Hospital Care, Community Services, Mental Health, Local Authority services including Social Services? .</p>				Neutral assessment at this stage

Initial health equity assessment	
<p>For the following categories, please complete with the expected impacts of this service change on wider inequalities, not just those that are health-related (whether positive, negative, or neutral) – include any additional information you feel is pertinent or useful.</p> <p>Consider and record which you can control, which you can influence, and which may be out of your control.</p>	
Which population groups/demographics will face health impacts as a result of this change (if any)?	The Corporate Plan is a whole council plan that provides the direction that the council is taking over the coming 4 years. It identifies that there

<ul style="list-style-type: none"> • Socio-Economically Deprived • Geographic Deprivation (inc. Rurality) – <i>if so, where?</i> • Inclusion Health & Vulnerable Groups¹ • Other 	<p>are particular communities that will benefit from more targeted support that will help address matters including health inequalities which might be as a result of access to services due to geography, socio economic situations, or as a result of illness or disability. The Plan should not impact negatively on any specific part of the community and should promote improved health equity.</p>
<p>What mitigations/enhancements are already in place, or what mitigations/enhancements do you plan to include for the foreseeable consequences of these changes?</p>	<p>The Plan provides a framework and direction that the delivery of the wider plans, strategies and programmes will support. The implementation of these will be the vehicles that takes forward the ambitions in this plan.</p> <p>The council will be developing how it works in partnership with local organisations, communities and other public sector organisations to deliver shared priorities and maximise the impact that can be realised for communities.</p>

1- *Inclusion health is an umbrella term used to describe people who are socially excluded, who typically experience multiple overlapping risk factors for poor health, such as poverty, violence, and complex trauma. This includes people who experience homelessness, drug and alcohol dependence, vulnerable migrants, Gypsy, Roma and Traveller communities, sex workers, people in contact with the justice system and victims of modern slavery. Health impacts for this wide grouping will therefore potentially be the same as those recorded under the Social Inclusion category in the equality impact table.*