

# Equality Impact Assessment

**Mole Valley District Council Strategy 2019-  
2024**



**Description of the function or policy, including:**

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality issues and barriers, and the protected characteristics<sup>1</sup> they relate to (not all assessments will encounter issues relating to every protected characteristic)**

The Mole Valley District Council Strategy 2019-2024 sets the policy framework for the Council's priorities and key areas of focus for a five-year period. The Mole Valley District Council Strategy 2019-2024 has been developed alongside the Council budget which is also subject to an Equality Impact Assessment.

The Mole Valley District Council Strategy 2019-2024 is the Council's key overarching strategic planning document and as such contains top level priorities. Once work gets underway to progress work areas that deliver against these priorities, additional Equality Impact Assessments will be completed where relevant.

The three priorities are set out below:

- Community Wellbeing – Active communities and support for those who need it
- Environment – A highly attractive area with housing that meets local need
- Prosperity – A vibrant local economy with thriving towns and villages

The four guiding principles are:

- Putting people first
- Acting sustainably
- Living within our means
- Being open & accessible

The Council Strategy will impact on residents, businesses and visitors of Mole Valley. This was taken into consideration during the development of the Strategy. It is intended that the Strategy will have a positive impact and this is reflected in this assessment. No negative impacts have been identified. Four areas of positive impact have been identified and these are:

- Age
- Disability
- Carers\*
- Rural/urban access issues

\*potential for an indirect positive impact.

**Description of how the function or policy fits into the Council's Corporate**

The protected characteristics are age, sex, disability, pregnancy and maternity, race and ethnicity, religion and belief, gender reassignment, sexual orientation, and marriage and civil partnership (Source: Equality Act 2010)

**Priorities or other local, regional or national plans and priorities**

The Mole Valley District Council Strategy sets out the Council's priorities for the next five years, effective 1 April 2019.

## Section 2: Analysis and assessment

| Indicate for each protected characteristic whether there may be a positive impact, negative impact, a mixture of both or no impact – using a tick <input type="checkbox"/> in the appropriate columns |          |          |           |   |
|---|----------|----------|-----------|---|
| Protected characteristics   | Positive | Negative | No impact | Reason  |
| Age   | ✓        |          |           | Under the Community Wellbeing priority there is a commitment to promote opportunities for residents of <b>all ages</b> to live safe, healthy and fulfilling lives.              |
| Sex   |          |          | ✓         | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on a person's sex.   |
| Disability  | ✓        |          |           | The guiding principle of Openness and Accessibility expresses the <b>Council's commitment to help provide support for people who need it.</b>                                   |
| Pregnancy and maternity   |          |          | ✓         | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on people who are pregnant or on maternity leave.                    |
| Race and ethnicity  |          |          | ✓         | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on people's race and ethnicity.                                      |
| Religion and belief   |          |          | ✓         | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on people because of their religion or belief (or lack of).          |
| Gender reassignment   |          |          | ✓         | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on people who have undergone or are undergoing gender re-assignment. |
| Sexual orientation  |          |          | ✓         | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on a   |

|                                  |                 |                 |                  |   |
|----------------------------------|-----------------|-----------------|------------------|---|
|                                  |                 |                 |                  | person's sexual orientation.  |
| Marriage and civil partnership   |                 |                 | ✓                | It is not considered that the Council Strategy will have a significant impact, positive or negative, based on people who are married or in a civil partnership.   |
| <b>Other aspects to consider</b> | <b>Positive</b> | <b>Negative</b> | <b>No impact</b> | <b>Reason</b>   |
| Carers                           | ✓               |                 |                  | <p>Potential for a positive indirect impact from the following commitments in the Strategy:</p> <ul style="list-style-type: none"> <li>- Foster community spirit, encouraging individuals, families and communities to support each other especially in times of particular need</li> <li>- Represent the interests of Mole Valley residents by actively pursuing the effective provision of Health and Social Care services</li> </ul>   |
| Rural/urban access issues        | ✓               |                 |                  | <p>There is a commitment under the Prosperity priority to work with rural communities and businesses to build on their strengths and <b>address their challenges</b>, helping them to thrive and become more sustainable.</p> <p>There is also a commitment under Prosperity to make Mole Valley a prime business location <b>with improved infrastructure</b> to attract and retain creative, entrepreneurial and innovative talent.</p> |
| HR issues                        |                 |                 | ✓                | <p>No immediate implications.</p> <p>HR issues will be taken into account when Equality Impact Assessments are produced for any new policies/ services that are developed during the life of</p>  |

|  |  |  |  |                       |
|--|--|--|--|-----------------------|
|  |  |  |  | the Council Strategy. |
|--|--|--|--|-----------------------|

**What can be done to reduce the effects of any negative impacts?**

Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

No negative impacts have been identified.

**Where there are positive impacts, what changes have been or will be made?**

Who are the beneficiaries? How have they benefited?

The Council Strategy will be delivered via a number of different strategies and initiatives, such as the Rural Community Strategy 2017-2027 and the Wellbeing Strategy.

With regards to rural/urban access issues, MVDC will be implementing the Rural Community Strategy over the course of the five years of the Council Strategy. The Rural Community Strategy will help rural communities and businesses to enhance their strengths and address their challenges. Examples of these challenges include road safety and social isolation which both relate to access issues.

MVDC's Wellbeing Strategy works towards improving quality of life for people of all ages, particularly older people and young people. This is delivered through a number of different initiatives, including getting and keeping children, young people and older people more active, reducing social isolation, and tackling mental health. The work being undertaken as part of the Wellbeing Strategy supports a number of commitments in the Council Strategy 2019-2024.

In relation to disability there is a commitment to provide help for those who need it and developing our communication channels to enable more people to help themselves. Ensuring the needs of people with disabilities are met is integral to the delivery of these commitments.

**Section 3: Evidence gathering and fact-finding**

**What evidence is available to support your views above?**

Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The development of the strategy involved consideration of what has changed since

the development of the previous strategy in 2014/15. Key facts and challenges were highlighted, such as:

- Relative deprivation in Mole Valley.
- Issues which had been highlighted as a result of the Wellbeing Prescription Scheme Pilot, which were weight management, low level mental health and social isolation.
- Roll out of Universal Credit in October 2018.
- The increase in the house prices in Mole Valley and the impact on the cost of living.
- Cross cutting issues like the reduction in funding to our partners and growing public expectations for access to services at all hours of the day.

**How have stakeholders been involved in this assessment?**

Who are they, and what is their view?

No stakeholders have been involved in this assessment. Stakeholders will be involved in individual Equality Impact Assessments relating to the implementation of the commitments in the Council Strategy going forwards.

**Recommendations**

Summary of the main recommendations (if any) arising from the assessment

None

**Section 4: Action Plan – N/A**

Actions needed to implement the EqIA recommendations (if any)

| Issue | Action | Expected outcome | Who | Deadline for action |
|-------|--------|------------------|-----|---------------------|
|       |        |                  |     |                     |
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|       |        |                  |     |                     |