

## Equality Impact Assessment Form

## Appendix D

Department	Department of Place	Version no	1.0
Assessed by		Date created	09/10/2018
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The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

## Section 1: What is being assessed?

### 1.1 Name of proposal to be assessed.

Draft 'Stronger Communities Strategy' and Delivery Plan, produced by the Bradford Integrated Communities Partnership in response to Bradford's designation as one of five Government 'Integrated Communities Pilot Areas'.

### 1.2 Describe the proposal under assessment and what change it would result in if implemented.

The Strategy sets out its vision where people – whatever their background live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. As such the overall ambition of the Stronger Communities Strategy and Delivery Plan underpins this corporate equality objective. It is intended to increase opportunities for people from different backgrounds to: mix together, increase their mutual understanding and respect of each other and reduce misunderstandings and to remove barriers that prevent people from taking full advantage of the opportunities available to all people living in Britain. The proposal also includes influencing system change across schools admissions, social housing allocation, Government Policy and embedding the ethos of integration across the District in the design and delivery of services. It will challenge processes and practices which hinder opportunities for integration.

## Section 2: What the impact of the proposal is likely to be

### 2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.

Yes. The proposals within the strategy and delivery plan will make a positive contribution and impact on many protected characteristic groups. There is no perceived detriment from undertaking any of the initiatives within the delivery plan.

Both the Government Green Paper and the engagement work undertaken locally recognise the importance of getting along in the District by increasing the size and diversity of social networks and bringing confidence and a sense of belonging. The local delivery plan places significant emphasis on bringing those furthest from the labour market into work. Proposals include indirect measures, such as better coordination and greater opportunity for learning English and more directly by engaging employers in changes to recruitment practice alongside work with the Department of Work and Pensions and Job Centre Plus. It is intended to increase opportunities for people from different backgrounds to mix together, increase their mutual understanding and respect of each other by reducing misunderstandings and barriers through sustained interactions.

**2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

Yes. As an Integrated Communities Pilot area Bradford, and Bradford Council, will raise the profile of equality issues, amongst many of the protected characteristic groups during the course of the partnership with MHCLG. In particular, opportunity will be taken to review certain policies and procedures to determine whether they support integration and resource will be available to instigate change, where this is believed necessary or helpful. Raising the profile of the districts work on integration will raise awareness amongst staff and elected members through the events and activities that are contained in the delivery plan. The proposal includes aspects of Feeling Safe as this can act as a barrier to people's willingness to engage in activities that bring people together. The Delivery Plan intends to support campaigns to dispel and debunk myths as well as activities that encourage difficult conversations between different groups of people, challenging prejudices and stereotypes.

**2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

The activities within the Stronger Communities Delivery Plan run are aimed at all people across the District and therefore won't negatively or disproportionately affect one particular protected characteristic group over another.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	Impact (H, M, L, N)
Age	N

Disability	N
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	N
Marriage and civil partnership	N

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**  
(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

Review of the work being delivered will be effectively measured. Learning about what works, and equally important what doesn't, will help to ensure that the District can take better informed investment decisions and target resources at those interventions that are likely to deliver the greatest benefits. This will be supported by a thorough communications and marketing plan and an internal Programme Board which will look to tackle any on-going risks and issues or negative impact on certain groups.

## **Section 3: Dependencies from other proposals**

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

The Integrated Communities Partnership represents a number of voices across the District and is made up by a range of Voluntary and Community Sector organisations, Faith organisations, private sector and Council Departments across the city. The Partnership has been involved in shaping the Stronger Communities Strategy and Delivery Plan proposal. There are no further additional equality impacts identified from these exercises.

## **Section 4: What evidence you have used?**

**4.1 What evidence do you hold to back up this assessment?**

Our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities.

MHCLG is working with five pilot authorities to try out new approaches to integration and wants to use these experiences as a means of determining what works well. Bradford's approach has been based both on the analysis of data and engagement with partners and citizens. A robust evaluation framework is being developed to measure the impact of interventions. The Council will work alongside the MHCLG to ensure that the initiatives have outputs and outcomes that can be effectively measured. Learning about what works, and equally important what doesn't, will help to ensure that the district can take better informed investment decisions and target resources at those interventions that are likely to deliver the greatest benefits.

#### **4.2 Do you need further evidence?**

No

### **Section 5: Consultation Feedback**

#### **5.1 Results from any previous consultations prior to the proposal development.**

The Social Kinetic was commissioned by the Stronger Communities Interim Board to engage the 'communities of Bradford District' to identify ideas from our list of priorities which in their view will get to the heart of some of the most persistent integration challenges and build happier, stronger communities with more opportunity for everyone. We engaged more than 630 people over three events in Bradford, Shipley and Keighley with conversations lasting more than an hour each. Each event had a mix of people from different ages, faith groups, ethnicities and gender.

We noted there were differences in what people said by area, age and gender and as such our Delivery Plan reflects this.

#### **5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

#### **5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

N/A

#### **5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A