


## Initial Equalities Screening Record Form

<b>Date of Screening:</b> 08/09/2023	<b>Directorate:</b> Chief Executive's Office	<b>Section:</b> Policy & Performance
<b>1. Activity to be assessed</b>	Development and implementation of the Council Plan 2023-2027	
<b>2. What is the activity?</b>	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
<b>4. Officer responsible for the screening</b>	Katie Flint	
<b>5. Who are the members of the screening team?</b>	Katie Flint, Harjit Hunjan	
<b>6. What is the purpose of the activity?</b>	The Council Plan sets out the priorities for the council for the coming four years. It sets the strategic direction and ambition for the council. Many other strategies, plans and policies enable the delivery of the plan. The Council Plan creates a framework for a range of initiatives and projects (set out in the service plans), these are designed to provide positive outcomes for the wider community.	
<b>7. Who is the activity designed to benefit/target?</b>	Everyone in the borough, including residents, businesses and partners.	
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	<b>N</b>	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is specific inclusion of a goal for residents being able to access appropriate care, which includes support for disabilities. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.
		<b>What evidence do you have to support this?</b> E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
		The plan recognises that 13% of Bracknell Forest's population aged 16 and over are estimated to have a common mental disorder such as depression or anxiety, compared to national (17%) and regional (15%) prevalence rates. Less than 1% of people in Bracknell Forest were recorded as having a serious mental health disorder on their GP Record.  70% of adults in Bracknell Forest were classified as physically active (150+ minutes activity per week) in 2021/22, similar to the South East average.

				There is reference to more detail on population data through the <a href="#">Berkshire Observatory</a> or the <a href="#">Berkshire East Joint Strategic Needs Assessment</a> pages. This provides much greater detail on different groups of people.
<b>9. Racial equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	<p>The plan recognises that in 2021, nearly 78% of Bracknell Forest's population were from a white British background. 14% of residents were from ethnic minority groups (excluding white minorities), compared to 19% in England. The diversity in the population continues to increase with the proportion of non-white-British residents increasing by 47% in the last decade, to 22% of residents.</p> <p>There is reference to more detail on population data through the <a href="#">Berkshire Observatory</a> or the <a href="#">Berkshire East Joint Strategic Needs Assessment</a> pages. This provides much greater detail on different groups of people.</p>
<b>10. Gender equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	There is a diverse population within the borough and this is recognised within the plan.
<b>11. Sexual orientation equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	There is a diverse population within the borough and this is recognised within the plan.
<b>12. Gender re-assignment</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	There is a diverse population within the borough and this is recognised within the plan.
<b>13. Age equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals	The plan recognises that the proportion of working-aged adults in Bracknell Forest is slightly higher than England with notably higher proportions of 35 to 54 year olds.

			and communities related to this protected characteristic.  There is reference throughout the plan to the importance of inclusivity across all age groups.	People aged 65 and over make-up 15% of Bracknell Forest's population, compared to 18% nationally.
<b>14. Religion and belief equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	There is a diverse population within the borough and this is recognised within the plan.
<b>15. Pregnancy and maternity equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	There is a diverse population within the borough and this is recognised within the plan.
<b>16. Marriage and civil partnership equality</b>		N	No direct or disproportionate impacts. However, the plan is intended to help all residents prosper. There is expected to be positive overall impacts on individuals and communities related to this protected characteristic.	There is a diverse population within the borough and this is recognised within the plan.
<b>17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.</b>	The plan is intended to help all residents prosper. There is a diverse population within the borough and this is recognised within the plan. Communities is a specific theme within the plan including a goal related to cohesive and engaged communities. There is also recognition in the organisational theme that we must work jointly and directly with residents.			
<b>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</b>	n/a			
<b>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</b>	n/a			
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>		N	n/a	

<p><b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b></p>	<p>There will continue to be engagement with residents through a wide range of engagement, consultation and co-production opportunities. This will help identify local, specific needs, including across different groups of people. There will also be regular monitoring for the delivery of the plan which will help identify if any specific groups are disadvantaged, or barriers to the intended work.</p> <p>There will be significant operational activity that takes place to deliver the ambitions of the plan. The annual actions and activity are set out in the directorate service plans. These will be conducted with appropriate equality, diversity and inclusion initiatives and assessments as per the expectations of organisation.</p>		
<p><b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b></p>		<p><b>N</b></p>	<p>No specific group is disadvantaged by the implementation of this plan.</p>
<p><b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?</b> Please complete the action plan in full, adding more rows as needed.</p>			
<p><b>Action</b></p>	<p><b>Timescale</b></p>	<p><b>Person Responsible</b></p>	<p><b>Milestone/Success Criteria</b></p>
<p>Continued strategic initiatives and activity to address equality, diversity and inclusion.</p>	<p>Ongoing</p>	<p>Harjit Hunjan</p>	<p>Ongoing</p>
<p>Actions committed to under the Council Plan (within service plans) will be measured regularly through the production of the Council Plan Overview Report (CPOR). Any barriers and risks are explored within this performance management process.</p>	<p>Ongoing (Quarterly)</p>	<p>Katie Flint</p>	<p>Ongoing</p>
<p><b>24. Which service, business or work plan will these actions be included in?</b></p>	<p>All directorates.</p>		
<p><b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b></p>	<p>Research conducted into the community needs via the community analysis for strategic planning. This included identifying different groups and local needs within the community.</p> <p>Wide engagement has taken place with staff and councillors to understand key issues being experienced by partners, residents and service users.</p>		
<p><b>26. Assistant Director/Director signature.</b></p>	<p>Signature: </p>		<p>Date: 12/10/23</p>