

EQUALITY IMPACT ASSESSMENT

Defining the Service/Policy

Service/Policy Title	Council Plan 2024 - 2028
What are the aims and objectives or purpose of the policy or service?	<p>The Council Plan provides a clear statement of what the Council aims to achieve over the medium to long term. It sets out not only the Council's vision, priorities, and commitments for the next four years, but also the key activities to be delivered through the key projects and how we intend to measure success.</p> <p>The long term vision, priorities and commitments of the Council are set out below.</p> <p>Vision Wyre is a place where everyone can prosper. We want everyone in Wyre to:</p> <ul style="list-style-type: none"> • have access to jobs and share the benefits of economic growth; • live in thriving, safe, more environmentally sustainable and welcoming communities; and • be healthier and independent for longer. <p>People and communities <i>Residents live happier, healthier and safer lives</i></p> <p>We will:</p> <ul style="list-style-type: none"> • Support people to help themselves and live independently in their own homes. • Provide support to those who need it, including our most vulnerable and financially disadvantaged residents and our ageing population. • Improve feelings of safety and work with partners to tackle crime and anti-social behaviour. • Improve our leisure facilities ensuring they meet the needs of our residents and visitors. • Provide opportunities for people to lead healthy and active lifestyles. • Improve the quality of life for individuals by tackling loneliness and isolation.

Growth and prosperity

A thriving local economy and town centres

We will:

- Develop Wyre's town centres to be thriving and welcoming places to live, work and visit.
- Support and champion Wyre's growing tourism economy by promoting our coast to countryside offer, tourism businesses, attractions and events.
- Grow the local economy through delivering the best support for small businesses and start-ups in Lancashire.
- Encourage local people to develop new skills to access better paid work.
- Secure external funding and investment to make improvements to places across the borough.
- Promote and support low carbon businesses and jobs.

Place and climate

A cleaner, greener and more sustainable place

We will:

- Build pride in our borough by ensuring our town centres and neighbourhoods are clean, attractive and well looked after.
- Ensure our towns and villages are supported by integrated infrastructure.
- Explore innovative approaches to reduce carbon emissions from council operations and support our communities and businesses to do the same.
- Work with partners to reduce the risk of flooding to homes and businesses across Wyre.
- Provide high quality parks and open spaces for everyone to enjoy.

Innovative and customer focused

A well run, forward-thinking council that puts customers first

We will:

- Deliver high quality, value for money services that meet the needs of our

	<p>customers.</p> <ul style="list-style-type: none"> • Use technology to improve how we work and the services we provide. • Use our land and buildings wisely, managing them to appropriate standards, reducing their environmental impact and maximising income to reinvest in improving services. • Use data, business intelligence and research to inform us in making better evidence-based decisions and improve our services. • Build trust in the Council by engaging with our customers and delivering on our promises.
Is the policy or service affected by external drivers for change?	<p>Yes, the Council Plan is developed around an understanding of external drivers and big issues for the borough and the Council.</p> <p>This has been done through developing a Big Issues briefing note at the beginning of the process to develop the Council Plan. It includes:</p> <ul style="list-style-type: none"> • a snapshot of key national and local policy developments which could impact Wyre over the next twelve months and beyond; • useful data on a range of issues such as crime, housing, employment, and resident satisfaction; and • references some specific organisational context regarding finance, assets and workforce.
Who implements the policy or strategy?	The Senior Leadership Team together with relevant officers from across the council and external partners.
Who will be affected by the policy and the way the service is delivered?	The Council Plan will affect residents, businesses, public and VCFSE partners visitors, partners, borough, parish and town councillors, local MP's, staff and volunteers.
What outcomes do we want to achieve for whom?	<p>The Council Plan sets out a long-term vision as follows:</p> <p>Wyre is a place where everyone can prosper. We want everyone in Wyre to:</p> <ul style="list-style-type: none"> • have access to jobs and share the benefits of economic growth; • live in thriving, safe, more environmentally sustainable and welcoming communities; and • be healthier and independent for longer. <p>It also includes four priority areas and a number of commitments under each which</p>

	<p>clearly set out what we want to achieve at a high level and over the medium term. The priority areas are:</p> <ul style="list-style-type: none"> • People and communities – Residents live happier, healthier and safer lives. • Growth and prosperity – A thriving local economy and town centre. • Place and climate – A cleaner, greener and more sustainable place. • Innovative and customer focused – A well run, forward thinking council that puts customers first. <p>The Council Plan then goes on to identify key projects which will be delivered and performance measures which will help us track our performance against our priorities and commitments.</p>
<p>Are other organisations involved in delivery?</p>	<p>Yes, delivery of the plan will involve working with a wide range of partners and stakeholders. These will be identified clearly in the project documentation which will be completed for each Council Plan project. Examples of the organisations we will work with include:</p> <ul style="list-style-type: none"> • Lancashire Police • Citizens Advice Bureau • Lancashire County Council • Town Centre Partnerships • Local Businesses • Local Government Association • Lancashire and South Cumbria Integrated Care Board • Fleetwood Town Community Trust • Active Lancashire • Parish and Town Councils • Environment Agency
<p>What are the key performance indicators?</p>	<p>The Council Plan sets out a number of key performance indicators under each priority area.</p> <p>People and communities</p> <ul style="list-style-type: none"> • Number of properties where adaptations have been completed • Increase in the number of children engaged in holiday activities • Number of homeless cases prevented

- Reduction in the number of violence against the person offences committed
- Reduction in levels of anti-social behaviour
- Increase in the number of people visiting our leisure centres
- Increase in the number of people engaged with our health programmes
- Increase in the volunteering hours facilitated and supported

Growth and prosperity

- Town centre vacancy rates below the UK average
- Increase the number of visitors to the borough each year
- Increase in the number of businesses supported by the council
- Increase in the number of businesses surviving for more than 24 months
- Number of projected jobs created through Wyre Council support or intervention
- Grant funding secured by the council

Place and climate

- Resident satisfaction with keeping public land free from litter
- Fly tipping incidents reported and dealt with
- Reduction in the Council's carbon emissions
- Resident satisfaction with our parks and open spaces
- % of Wyre's parks awarded green flags

Innovative and customer focused

- Resident satisfaction that the Council provides value for money services
- % Council tax collected
- % Business rates collected
- Increase in visits to the Council's website
- Increase in the number of residents signed up to use MyWyre
- Resident satisfaction with the Council.

What existing assessments are there?	There is baseline information available for many of the performance indicators and this will be used as a basis for target setting.
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Identify potential equality issues and factors

What do you know already about equality impact or need?	<p>Information about the demographics and key challenges facing the borough are contained in the Big Issues briefing paper and include for example:</p> <ul style="list-style-type: none"> • issues of inequality of opportunity and of outcomes as a result of poverty and deprivation, predominantly in urban areas. • a disproportionately larger and growing ageing population and resulting increases in health/ disability issues. • issues of rural and social isolation, specifically on particular sections of the community, such as older people • Wyre has a much less ethnic diverse population when compared to Lancashire and England.
Is there any evidence that there is higher or lower take-up by particular groups?	As the Council Plan is a high level strategic document covering such a broad range of projects, this question will be better answered at a project level.
Have there been any demographic changes or trends locally?	<p>The big issues paper highlights a number of demographic changes and projected changes such as:</p> <ul style="list-style-type: none"> • Over the past decade there has been a 3.9% population increase in Wyre, which is a smaller increase than Lancashire (5.5%) and England (6.6%). • Between 2011 and 2021 the average age in Wyre increased by three years from 47 to 50 years of age. This is higher than England's average (40 years) and the second highest in the Northwest.

	<ul style="list-style-type: none"> Wyre's population is projected to age considerably by 2043, especially in the age group over 75, which is projected to increase by approximately 8,527 (50%).
<p>Is there any indication that particular policies create problems for specific groups?</p>	<p>Age (No problems identified – positive impact) There are projects and measures within the Council Plan that are specifically targeted at those of a certain age, namely young people and older people. These have been identified as the two specific groups with a level of need within Wyre. Examples include a project to use technology to support older and disabled people to live independently at home and to develop and support a volunteer befriending project, and a measure to increase the number of children engaged in holiday activities.</p> <p>Disability (No problems identified – positive impact) The Council Plan includes a project to use technology to support older and disabled people to live independently at home which specifically targets individuals with a disability.</p> <p>Gender reassignment (No problems identified – neutral impact) The Council Plan will have no specific impact on those with different gender backgrounds in terms of projects or performance measures. However, a key priority of the strategy is for residents to live happier, healthier and safer lives and will therefore have a neutral impact to this community.</p> <p>Marriage or civil partnership (No problems identified – neutral impact) The Council Plan will have no specific impact on those who are married or in a civil partnership in terms of projects or performance measures. However, a key priority of the strategy is for residents to live happier, healthier and safer lives and will therefore have a neutral impact to this community.</p> <p>Pregnancy and maternity (No problems identified – positive impact) The Council Plan includes a project to deliver the Household Support Fund and other initiative that support low income families which specifically targets families.</p> <p>Race (No problems identified – neutral impact) The Council Plan will have no specific impact on different races in terms of projects or performance measures. However, a key priority of the strategy is for residents to live</p>

	<p>happier, healthier and safer lives and will therefore have a neutral impact to this community.</p> <p>Religion or belief (No problems identified – neutral impact) The Council Plan will have no specific impact on different sexes in terms of projects or performance measures. However, a key priority of the strategy is for residents to live happier, healthier, and safer lives and will therefore have a neutral impact to this community.</p> <p>Sex (No problems identified – neutral impact) The Council Plan will have no specific impact on those who are married or in a civil partnership in terms of projects or performance measures. However, a key priority of the strategy is for residents to live happier, healthier, and safer lives and will therefore have a neutral impact to this community.</p> <p>Sexual orientation (No problems identified – neutral impact) The Council Plan will have no specific impact on those with different sexual orientations in terms of projects or performance measures. However, a key priority of the strategy is for residents to live happier, healthier, and safer lives and will therefore have a neutral impact to this community.</p>
Where can relevant information be accessed?	N/A
Are there any equality objectives?	As the Council Plan is a high level strategic document covering such a broad range of projects, consideration of equality objectives will be carried at the project level as part of the project planning stage.

Data Gathering and Stakeholders

Does the service have on-going dialogue with relevant interest or user groups?	Yes, the council consults widely on a range of issues and feedback from a range of consultations have been used to feed into the development of the Council Plan and further consultation on specific projects will be carried out as required. Examples include: <ul style="list-style-type: none"> • Town centre regeneration plans • Life in Wyre survey • Budget consultation
What groups or individuals have legitimate interests?	Residents, businesses, public and VCFSE partners, visitors, partners, borough, parish and town councillors, local MP's, staff and volunteers will have interested in parts or all of the Council Plan.
What consultation has been done?	As described above the results of previous consultation exercises have fed into the development of the Council Plan, particularly the Life in Wyre surveys and consultation on various town centre regeneration plans. Internally, Cabinet Members, Overview and Scrutiny Committee and the Council's Leadership Team (Chief Executive, Directors and Heads of Service) have all been engaged in the process of developing the plan.
What methods do we employ?	Online and paper surveys Face to face consultation events and meetings Communications via website and social media.
What data do we have?	Data from the Life in Wyre survey was incorporated into the Big Issues Briefing Paper.

Consider Options and make Decisions

What needs changing – the policy itself, or how it is implemented – to remove any adverse impact?	No changes are needed to the Council Plan however equality impact assessments should be completed for each of the projects set out in the Council Plan.
If adverse impact will remain, can this be justified in relation to the wider aims of the policy?	n/a

What exactly needs to be done to remove the adverse impact? (set objectives and targets)	n/a
If you do not have enough information to decide whether a change needs to be made – what will you do to gather this information? (set objectives and targets)	As recommended above equality impact assessments should be completed for each of the projects set out in the Council Plan. These will be done as part of completing project documentation for each one.
How will you record your decision and reasons?	The projects documentation and equality impact assessments will be reviewed by the Corporate Management Team.

Arrange to Monitor and Review

Who will be responsible for monitoring and review?	Chief Executive
How will data and other information be collected?	The Council Plan will be monitored quarterly by the Corporate Management Team, Cabinet and Overview and Scrutiny.
How can you build monitoring into your existing processes and forms?	Equality considerations are already incorporated into our committee report templates.
How will progress be reported? How often?	The Council Plan will be monitored quarterly by the Corporate Management Team, Cabinet and Overview and Scrutiny.
Who will have overall responsibility for the monitoring and review of this policy?	Chief Executive

Date of Completion: 05 November 2023

Name of Assessor: Rebecca Huddleston