

## About the service or policy development

Name of service or policy	Corporate Plan 2023-2026
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### Why is this service or policy development/review needed?

In 2017, the Borough Manifesto was developed in partnership with the local community, establishing a shared long-term vision to make the borough **a place that people are proud of and want to live, work, study and stay**. This continues to be the driving force behind our work as a council.

At the end of the period covered by the 2020-22 Corporate Plan, it is time to reflect on what has been achieved and to set out a new Corporate Plan that lays out our way forward for the medium term. Although there is no statutory requirement to have a Corporate Plan, it is a necessary element of good practice and good governance.

The Corporate Plan

-term ambitions







# COMMUNITY AND EQUALITY IMPACT ASSESSMENT

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**Age**

x

We are a young borough (with the highest proportion of

provide opportunities that are tailored to their needs and preferences. This approach of pursuing equity will also apply to workforce matters, relating to our staff and their experiences of working in the Council.

## COMMUNITY AND EQUALITY IMPACT ASSESSMENT

			<p>and employment, and outline targeted programmes to address these.</p>	<p>schools. We want to support greater numbers of young people with Special Educational Needs and/or Disabilities to reach educational destinations that meet their aspirations.</p> <p>Our research shows that disabled people often face additional barriers to finding and maintaining stable employment. Through a Supported Employment Programme and work with employers to improve the opportunities available, we are aiming to support more disabled people to work.</p> <p>As an employer, we will provide additional support to overcome the additional barriers into work, and work with and consult the Employee Ability Support and Enablement (EASE) network on policies impacting staff.</p>
<b>Gender reassignment</b>		x	No specific impacts foreseen.	<p>Our Equality Commitment includes objectives to address structural inequality, provide leadership in the community and run fair and transparent services. This will include addressing the barriers that transgender people may face in accessing services, promoting inclusion within the borough and celebrating the transgender community as part of our programme of equality events.</p> <p>The commitments to partnership working and engaging and facilitating co-production are core principles of the Corporate Plan, which will encourage all staff to work closely with local community groups in designing and delivering services to meet the needs and aspirations of residents. This includes development work alongside LGBT+ groups. This also applies to the Council as an employer, who will work with the staff LGBT+ network, and consult on policies impacting staff.</p>
<b>Marriage and civil partnership</b>		x	No specific impacts foreseen.	
<b>Pregnancy and maternity</b>	x		Our improvement work around our Early Help Offer and the development of a network of Family Hubs will focus on providing	The locality-based Family Hubs programme will aim to make it as easy as possible for new and expecting mothers to access the support they need, for themselves and their children. A comprehensive early help offer,



**COMMUNITY AND EQUALITY IMPACT ASSESSMENT**

			<p>The Corporate Plan underlines the need for us to work closely with our partners in the community, including local faith organisations.</p>	<p>staff to work closely with local community groups and residents in designing and delivering services to meet the needs and aspirations. These partnerships will help us to reach and offer support to residents with a range of faith backgrounds.</p> <p>As part of our Equality Commitment, we</p> <p>providing leadership in the community. This includes promoting inclusion, cohesion and integration for faith groups.</p>
<p><b>Sex</b></p>	<p>x</p>		<p>We know that women continue to make up most victims of domestic abuse. Our priority that Residents are safe, protected, and supported at their most vulnerable includes a focus on tackling domestic abuse.</p> <p>We also know that women are more likely</p>	





## **2. Consultation.**

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation,

**3. Monitoring and Review**

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

**Action**

**By when?**

**By who**

## **5. Sign off**

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.