

Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	Corporate Plan, annual action plan 2022-23
Type of proposal (new or changed Strategy, policy, project, service or budget):	Updated strategy and projects.
Brief description of the proposal:	A plan that sets out SSDCs priority projects and underpinning objectives
Name of lead officer:	Jessica Power

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes, Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No, Please set out your justification for why not.	
The corporate plan is a vision for the development of South Somerset. The 2022/23 Action Plan has a particular focus on initiatives that will tackle disadvantage and deliver positive outcomes for residents sharing protected characteristics - including our locally adopted protected characteristics of Rurality and Low income - i.e. supporting economic independence and helping people out of poverty, promoting health and wellbeing (including mental health), tackling poor social mobility and ensuring access to housing/affordable housing. Whilst a full EIA is not required for the overall Plan, the individual areas of focus and priority projects will require their own EIA to ensure compliance with the Public Sector Equality Duty.	
Service Director / Manager sign-off and date	Nicola Hix 01.02.2022
Equalities Officer sign-off and date	Dave Crisfield 1 st February 2022