

## Equality Impact Assessment Record

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| <b>Date of EIA</b>   | 1 April 2009  |
| <b>Directorate</b>   | Corporate Services  |
| <b>Part One - Initial Screening Record</b>   |   |
| <b>1. Activity to be assessed</b>  | <b>Community Engagement Strategy and Action Plan</b>  |
| <b>2. What is the activity?</b>  | x Policy/strategy   |
| <b>3. Is it a new or existing activity?</b>  | x New   |
| <b>4. Who are the members of the EIA team?</b>   | Abby Thomas, Principal Policy Officer BFC, Alison Sanders, Director of Corporate Services, BFC, Fiona Heston, Senior Policy Officer, BFC, Chris Cowap, Partnership Development Officer, Bracknell Forest Voluntary Action, Ilona Cowe, Policy and Commissioning Officer, BFC  |
| <b>6. Initial screening assessment.</b><br><br><b>If the answer to either of these questions is 'yes' then it is necessary to go ahead with a full Equality Impact Assessment.</b> | <p>1. Does the activity have the potential to cause adverse impact or discriminate against different groups in the community?</p> <p>Yes – if under-represented communities were not identified and worked with in partners community engagement work.</p> <p>2. Does the activity make a positive contribution to equalities?</p> <p>Yes - there are actions in the Community Engagement Strategy to identify and improve engagement with under-represented communities. Other actions include further developing web technology (which will engage with young people as well as the less mobile) and identify a range of opportunities for inter-generational projects.</p> <div style="background-color: #cccccc; height: 15px; width: 100%; margin-top: 10px;"></div> |
| <b>7. Did Part 1: Initial Screening indicate that a full EIA was necessary?</b>  | <input checked="" type="checkbox"/> Yes – full EIA completed and recorded below.  |

## Part Two - Full EIA Record

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| <p><b>8. Why is a full EIA being completed on the activity? Double click on boxes to check all that apply.</b></p>  | <p>The activity has the potential to have an adverse impact/discriminate against different groups in the community. <input checked="" type="checkbox"/></p> <p>The activity makes a positive contribution to equalities <input checked="" type="checkbox"/></p>   |
| <p><b>10. Who is the activity designed to benefit/target?</b></p>   | <p><b>The purpose of the activity is to:</b></p> <ol style="list-style-type: none"> <li>1. Increase the effectiveness and efficiency of community engagement work through forward planning, improved communication and increased collaboration.</li> <li>2. Increase the inclusiveness of consultation and engagement activities ensuring that all people have equal opportunity to have their voices heard.</li> <li>3. Increase community engagement skills among partners.</li> <li>4. Improve our understanding and appreciation of our community.</li> <li>5. Ensure community engagement work has a genuine influence on the development, commissioning and provision of services by evaluating the impact and outcomes.</li> <li>6. Enable communities to take an active role in tackling issues which affect them.</li> </ol> <p><b>The activity is designed for:</b> All residents of Bracknell Forest Borough; all members of Bracknell Forest Partnership; all elected Members.</p>  |
| <p><b>11. Summarise the information gathered for this EIA including research and consultation to establish what impact the activity has on different equality groups.</b></p> | <p>The 2009/11 Community Engagement Strategy has been written against a background of:</p> <p>i) Changes in legislation which impacts on how community engagement work is defined and delivered (as evidenced in the Local Government and Public Involvement in Health Act 2007 and the 2008 Community Empowerment White Paper: <i>Communities in Control: Real Power, Real People</i>). The Council has also recently developed other strategies which link to and support the engagement strategy including for example the <i>Older People's Strategy</i> which will have a positive impact on older people, and is currently being consulted on until May 2009.</p> <p>ii) Changing demographics in Bracknell Forest (as evidenced in the <i>Review of Ethnicity January 2008</i> by Experian). The ethnic make up of our communities has changed enormously since the first strategy was written in 2005. Schools Census data for the borough shows the changes in the minority ethnic pupils in Bracknell Forest schools between 2001 and 2008. There has been a substantial increase in the total number of minority ethnic pupils from 2001 to 2008. There has been an increase in ethnic minority pupils, as a percentage of the total number of pupils, from 6.1% in 2001 to 14% in 2008, representing more than a doubling in seven years. The largest increase has been in pupils of Asian ethnicity.</p> <p>Schools census data from January 2008 also highlights the ethnicity of secondary, primary and nursery class pupils broken down by school. This data confirms that, with the exception of the Nepali community in Sandhurst, Owlsmoor and College Town there is not significant geographical clustering of minority ethnic communities in the borough which creates challenges for engaging communities.</p> <p>The Schools Census in January 2008 also shows the English as an additional language data; the total number of languages spoken in Bracknell Forest schools is 70, this also presents a potential new challenge for our community engagement activities.</p> <p>The Department for Work and Pensions National Insurance number registrations in respect of non-UK Nationals in 2005-06, 2006-07 and 2007-08 for Bracknell Forest by country of origin highlight the trends over this three year period. Poland</p> |

has been the country of origin of the highest number of people coming to Bracknell Forest over the last three years, although there was a small decrease in the numbers of people coming to the borough from Poland in 2007-08. During 2007-08 there was also a significant drop in the number of Nepalese people coming to the borough. Over the three year period there has been an increase in the numbers of people coming from the Philippines and Hungary. There has been relatively high and stable number of people coming to Bracknell Forest from India, South Africa and the Slovak Republic.

This change in demographics means different languages, customs and culture and there are inherent challenges in engaging a more diverse set of communities and ensuring inclusive ways of engaging communities are further developed.

iii) New Local Government Performance Indicators based on perception rather than evidence. Since the development of the first Community Engagement Strategy, central government has introduced a new national Indicator set made up of 189 performance indicators on which local authorities are required to report annually.

Out of this indicator set, the indicators below are considered to be the most relevant to community engagement, and will be monitored by the Community Cohesion and Engagement Working Group as part of the process of monitoring this strategy.

| NI  | Definition  |
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| 001 | Percentage of people who believe people from different backgrounds get on well together |
| 002 | Percentage of people who feel they belong to their neighbourhood".                      |
| 003 | Civic participation in the local area   |
| 004 | Percentage of people who feel they can influence decisions in their locality.           |
| 006 | Participation in regular volunteering   |
| 23  | Perceptions that people in the area treat one another with respect and dignity          |

iv) Increased and more mature partnership working (as evidenced in the Community Cohesion and Engagement Working Group) should have a positive impact on all equalities groups.

The following consultation has been carried out while developing the strategy during the twelve week consultation period :

i) Bracknell Forest Voluntary Action distributed the strategy to a wide range of voluntary and community groups, Bracknell Forest Minorities Alliance (BFMA) and the Development Workers' Network. There are a number of groups represented on the BFMA, and these include, The Indian Community Association Bracknell, Berkshire Filipino Association, Bracknell Islamic Cultural Society, African and Caribbean Frontline Services, Sandhurst Nepalese Community, People in Harmony, Pakistani Community Association of Bracknell.

ii) The Community Engagement Strategy Working Group consulted with people in the Council's Extended Services Dept, a representative of which sat on the Community Engagement Strategy Steering Group. Extended services form part of a program to improve the life chances and opportunities for all children, young people and their families so that the five "Every Child Matters" (ECM) outcomes are met.

iii) Disability groups were consulted via the Access Advisory Forum, and

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|  | <p>disability issues considered by Bracknell Forest Council's Adult Social Care department and the Voluntary and Community Sector.</p> <p>In total eight responses to the consultation were received, and of these two had an equalities dimension to them. However, no specific concerns were raised about the Strategy by any equalities groups.</p> <p>The Partnership is aware that there is more engagement work to be done with the other equalities strands:</p> <p>i) Sexual orientation - although there is no Bracknell based group, there are at least two Berkshire groups including <i>Gay Berkshire</i>, <i>Berkshire Older Gay and Lesbian Forum</i>. <i>Be You</i> is an information service based at Reading University. The Partnership has representation on one of these groups, but there is further engagement work to be done with this community.</p> <p>ii) Faith and belief – the Partnership is aware of the main faiths and belief groups in Bracknell Forest, who have been consulted on the strategy, and where the places of worship are. The Voluntary and Community Sector has informal liaison with many of these groups but as yet there is no formal engagement, however a new bid for funding has been submitted to develop a faith/belief network.</p> |  |
| <p><b>12. A) With regard to the equalities themes, which groups does the activity impact upon?</b></p> <p><b>B) Might any of these groups be adversely impacted?</b></p> | <p><b>A) Groups Impacted</b></p> <p><input checked="" type="checkbox"/> Race and ethnicity</p> <p><input checked="" type="checkbox"/> Disability</p> <p><input checked="" type="checkbox"/> Gender</p> <p><input checked="" type="checkbox"/> Age</p> <p><input checked="" type="checkbox"/> Sexual Orientation</p> <p><input checked="" type="checkbox"/> Religion or belief</p>  | <p><b>B) Groups impacted adversely</b></p> <p><input type="checkbox"/> Race and ethnicity</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Gender</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Sexual Orientation</p> <p><input type="checkbox"/> Religion or belief</p>                                    |
| <p><b>13. What evidence is there to suggest an impact/adverse impact?</b></p>  | <p>There is evidence in the Strategy and the Action Plan of the Partnership's awareness of the need to engage with under-represented groups and carry out specifically targeted work with these groups. There are actions to identify under-represented communities, further develop web technology (which will engage with young people as well as the less mobile) and identify a range of opportunities for inter-generational projects</p>   | <p>There is currently no evidence of adverse impact, but there is potential for this if not all groups' views are heard. There is an action in the strategy to keep updated guidance on consulting with Equalities groups and we will review the ways in which the strategy is monitored and data is collected to mitigate any potential adverse affect.</p> |
| <p><b>14. On what grounds can impact or adverse impact be justified?</b></p>   | <p>No adverse impact can be justified. The positive targeting of particular parts of the community for improving our engagement can be justified as they either have been historically under represented and therefore potentially disadvantaged by our engagement activity or because we have a number of new communities.</p>  |  |
| <p><b>15. Have any examples of good practice been identified as part of the EIA?</b></p>   | <p>i) Awareness of the Gypsy and Travellers communities has been raised through the Community Cohesion and Engagement Working Group and increased contact with the community is being made.</p> <p>ii) Ongoing engagement activity with the Bracknell Islamic Cultural Society (BICS) and other members of Bracknell Forest Minorities Alliance.</p> <p>iii) Partnership work is being carried out in the form of a Faith and Belief bid to <i>Faiths in Action</i>.</p>   |  |

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|  | <p>iv) The Partnership has representation on the “Gay Berkshire” Group and the Berkshire Older Gay and Lesbian Forum.</p> <p>v) The Partnership has let a framework Consultation and Engagement contract to a firm of consultants (QA Research) who are helping to ensure equalities monitoring is more consistent in partnership surveys and consultations.</p>  |
| <p><b>16. What actions are you currently undertaking to address issues for any of the groups impacted/adversely impacted?</b></p>  | <p>These are detailed in the Community Engagement Strategy Action Plan. The actions are designed to positively impact on all sections of the Community,</p> <p>These include:</p> <ul style="list-style-type: none"> <li>• Incorporating Equalities guidelines to the partnerships consultation toolkit to ensure access for all.</li> <li>• Encourage consultation with all 6 Equalities strands.</li> <li>• Include a stakeholder list in Equality Impact Assessment guidance.</li> <li>• Signpost to relevant tools and communications support (e.g. an interpreter).</li> <li>• Continue to carry out ethnic community mapping and update annually.</li> </ul> <p>There is also an action in the Community Engagement Strategy Action Plan to incorporate equalities training into any training on community engagement.</p> <p>Additionally, the Bracknell Forest 1500 Residents Panel has been refreshed during development of the strategy, to ensure it is representative of our communities.</p> |
| <p><b>17. What actions will you take to reduce or remove any differential/adverse impact?</b></p> <p><b>Please also list any other actions you will take to maximise positive impacts.</b></p> | <p>To maximise the positive impacts we will:</p> <p>i) monitor the delivery of the strategy as appropriate for the different equality groups.</p> <p>ii) expand the evidence base on barriers to engagement with these groups.</p> <p>iii) promote the improvement of data collection systems to expand the evidence base on equalities across the partnership.</p>   |
| <p><b>18. Into which action plan/s will these actions be incorporated?</b></p>   | <p>The Community Engagement and Equalities Team’s Business Plan 2009/10</p>   |
| <p><b>19. Who is responsible for the action plan?</b></p>  | <p>Senior Policy Officer, Community Engagement and Equalities Team</p>  |
| <p><b>20. Chief Officers signature.</b></p>  | <p>Alison Sanders, Director of Corporate Services</p>   |
| <p><b>21. Which PMR will this EIA be reported in?</b></p>  | <p>Q1 2009</p>  |