

Supporting Independence & Resilience: Denbighshire's Wellbeing Plan 2014-2018

Equality Impact Assessment

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Partnerships & Committees Team
Updated: 16.10.2014

1. What type of proposal / decision is being assessed?

A strategic or service plan

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

'Supporting Independence and Resilience: Denbighshire's Wellbeing Plan 2014-18' is Denbighshire's second integrated plan. It aims to support people to maximise and maintain their independence and to create an environment where people are able to thrive.

The Wellbeing Plan has three vision statements:

- People are active, connected & contribute to their community
- People take notice of what is going on around them, and in doing so, people keep learning about their world
- People prioritise their wellbeing and actively plan to maintain their independence

The Wellbeing Plan has prioritised the following areas:

- Challenges of our rural areas
- Supporting the most disadvantaged to build their resilience
- Building the capacity of communities to develop and thrive

We are anticipating seeing increased participation in local initiatives, widespread and diverse public involvement in community developments, vibrant cultural and educational opportunities and improved neighbourhood knowledge and awareness: 'Neighbourliness', as a result of the Wellbeing Plan.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes	<p>Denbighshire's Wellbeing Plan meets out statutory duties in relation to the requirement for a Single Integrated Plan and addresses the requirements of the Equality Act 2010.</p> <p>The Wellbeing Plan does not adversely affect people from within the protected characteristics. However, the Wellbeing Plan proposes new initiatives that will positively impact upon people from within the protected characteristics and therefore equality impact assessments will be required during each project's initiation stage.</p>
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4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

<p>Denbighshire's Wellbeing Plan has been considered by the following groups:</p> <ul style="list-style-type: none"> -Needs Assessment Task and Finish Group, -The Big Plan 2 (Wellbeing Plan) Steering Group -Children, Young People and Families Partnership -Denbighshire Strategic Partnership Board -Focus Groups, embedding equality in partnership work, including: Rural areas, Energy, Transport and Connectivity; Vulnerable Families; and Supporting Independence <p>Extensive engagement has taken place since August 2013 by the Consultation and Engagement Task and Finish Group which consists of representatives from DCC, DVSC, BCUHB, NWP, NW F&R, Welsh Government, and Llandrillo College.</p> <p>Equality has been integrated into our needs assessment, whereby partners have considered who is most affected by an issue and where they live, in terms of the protected characteristics. A checklist to help partners integrate equality into community needs assessment activity has been drafted. This is a new approach, and is not yet wholly consistent (based in part of the availability of data); we need to continue to embed this into our needs assessment methodology.</p> <p>Analysis of engagement and consultation feedback and needs assessment information will be published on a new Wellbeing Plan website.</p> <p>The final Denbighshire Wellbeing Plan will be made available online and in appropriate formats to ensure that it meets Denbighshire County Council's commitment as set out in the Equality Plan to promote equality and diversity.</p> <p>The Wellbeing Plan will be taken to the Boards of LSB Partners for ratification.</p> <p>The date for launch and publication is 1 December 2014.</p>
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5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

Denbighshire's Wellbeing Plan sets out a number of projects, listed below, that will have a positive impact on people in Denbighshire. Some projects will have a greater impact on some people from within the protected characteristics than others. Some of the projects listed below will be targeted; others universal, and will improve our intelligence about predicted changes and how we can support communities to be independent and resilient.

Partners will be developing project briefs and each project will require its own equality impact assessment to be completed during project initiation.

We believe that we need to understand more about what the future holds for our communities; we believe that by working in closer collaboration with each other and the communities we serve, then we can enable the development of independent & resilient communities

- Strengthening our Communities – Understand the environmental, economic and social changes predicted for Denbighshire, and plan a resilient future for our people and communities.
- Create a fuller understanding of communities' assets and needs by collaborating with communities and each other to progress local plans focussed on developing communities rather than services.
- Empowering & Enabling Services – Change any of our services that disable or restrict individuals' and communities' independence and resilience. Ensure that services reinforce people's independence and wellbeing.
- Develop a Wellbeing Information Hub to support people to understand and develop their wellbeing – links to wellbeing self-assessment, tools, resources and local directory of community opportunities to support improved wellbeing.
- Employee Wellbeing – As employers, develop opportunities to empower staff to improve and maintain their wellbeing and independence during and after employment. Develop Partnership Volunteering Strategy to expand opportunities for staff to volunteer.

Actively support the development of Time Banking across the county in an innovative, coordinated and sustainable way. We believe that we need to change the way we deliver our services to make more effective use of our resources to improve outcomes for people across the county. We need to collaborate more effectively in delivering services, supporting people to improve and maintain their wellbeing to maximise their independence.

- The Denbighshire 20 – Identify the people for whom improved partnership working would help to maximise their independence & resilience and therefore reduce unplanned access to services.
- Improve Collaborative Progression Pathways across services and organisations which support people to develop their wellbeing and maximise their independence. Develop shared outcome monitoring to map service user journeys towards

independence and resilience.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

No

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

No

There will be no disproportionate negative impact..

8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes

See below

Action(s)	Owner	By when?
Draft Plan and undertake 12 week consultation period	Liz Grieve and David Davies	31/08/2014
On going Needs Assessment	Emma Horan and Carol Evans	31/12/2018
Present plan to relevant Boards and Partnerships for endorsement	Liz Greive	30/11/2014
Development of Wellbeing Plan Website to enable capture of the ongoing needs assessment and access to performance management framework	Edna Pomeroy	30/11/2014
Development of the new initiatives through appropriate engagement, consultation and equality impact assessment.	Liz Grieve	31/12/2018

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	01/04/2015
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Name of Lead Officer for Equality Impact Assessment	Date
Emma Horan - Planning and Performance Officer	16/10/2014

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
