

## Appendix 4 Equalities Impact Assessment Corporate Plan 2015-2019

### **1. Within the aims and objectives of the policy or strategy which group(s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?**

The Corporate Plan is the City Council's key strategic document. This Corporate Plan updates and takes forward the themes in the plan for 2014-2018 that was agreed by Council last year. It sets out the strategic direction of the Council over the next four years.

The plan is subject to an annual review and is directly relevant to the Section 149 general Equality Duty for the public sector under the Equality Act 2010 where public bodies must specifically show due regard to the need to:

- Eliminate unlawful discrimination, harassment or victimisation and any other conduct prohibited by the Act:
- Advance equality of opportunity between people who share a protected characteristic and people who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics covered by the Equality Duty are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership (Note: only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race (including ethnic or national origins, colour or nationality)
- Religion or belief (including the lack of belief)
- Sex
- Sexual orientation.

The Corporate Plan responds to the significant challenges and opportunities that Oxford presents as a city, including:

- The Index of Multiple Deprivation 2010 places Oxford in the top half of the most deprived local authority areas in England. Twelve areas, in the south and east of the city, are among the 20% most deprived areas in England. These areas, experience multiple levels of deprivation - low skills, low incomes and relatively high levels of crime. People from these areas can expect to live six years less than those in the more affluent areas. While 43% of Oxford residents have degree-level qualifications or above 14% have no qualifications at all.
- In 2011, 32% of the population was aged between 18 and 29 years (compared to a UK average of 16%), and the city has the youngest median age – 29.9 years – of any place in England & Wales.

- Although Oxford is prosperous in many ways, 12 of its 85 'Super Output Areas' are among the 20% most deprived areas in England. Over one-fifth of Oxford's children – 6,000 – live in poverty.
- Oxford experienced population growth of 11% over the last decade (2003 to 2013 ONS mid-year estimates).
- People living in the north of the city can expect to live around ten years longer than people living in the south of the city (this is based on 2007 to 2011 mortality data).
- Oxford is a world-renowned education brand and over two-fifths (43%) of its adult residents have a university degree (2011 Census data). 14% of adults have no qualification.
- At the 2011 Census, 24% of the city's adult population were full-time students (30,000 people) – the highest proportion in England and Wales. 31,900 students studied full time at the two universities in 2012/13 (HESA time series).
- Oxford is an ethnically diverse city, and it is also internationally diverse. 22% of residents were from a black or minority ethnic group in 2011, compared to 13% in England. An additional 14% of residents were from a white but non-British ethnic background.
- 28% of Oxford's residents were born outside the UK.
- There is huge demand for housing, making Oxford the least affordable city in the UK. Even at the lower end of the market, house prices are ten times average earnings. 28% of households rent their home at prices which are the most expensive outside London.
- As of 1 April 2014, 2,735 households were on the social housing waiting list in Oxford (<https://www.gov.uk/government/statistical-data-sets/live-tables-on-rents-lettings-and-tenancies>).
- The Corporate Plan 2015-2019 sets out the ways in which the Council will build upon its existing work programmes in order to address these and other challenges. It reinforces and will be supported by the Council's 2012-2015 Corporate Equality Scheme.

The Corporate Plan sets out the ongoing ambition of the Council to reduce the extent of inequality and to improve the lives of the most vulnerable members of our community. It sets out a firm commitment to:

- ensure that services are fully accessible to all community groups
- ensure that work programmes are scoped to continue to target and protect the most vulnerable people in our communities
- promote new opportunities for people living in the more deprived communities in our city, particularly through its programmes to increase apprenticeships, training and employment opportunities, especially for young people, and youth ambition.

The City Council's overriding concern in formulating its Corporate Plan and budget has been to protect and support vulnerable communities.

**2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?**

**Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan.**

The Corporate Plan 2015-2019 sets out the Council's priorities for action over the next four years which will combine to invest in Oxford's future to create a world-class city for everyone. This ambition is undiminished.

The Plan continues to have five key priorities:

- A vibrant and sustainable economy
- Meeting housing needs
- Strong and active communities
- Cleaner, greener Oxford
- An efficient and effective Council

Our guiding principles in constructing the budget were to:

- Continue to invest in the city - for example, through our programme to build affordable new homes and to improve the city's community and leisure facilities. The delivery of this programme is already well advanced.
- Work with our partners to build on the city region's knowledge economy and attract inward investment.
- Invest in our young people by expanding the options and opportunities available to them through our Youth Ambition Programme.
- Prepare people for work through providing apprenticeships and access to training and employment opportunities.
- Provide advice and support to those affected by Welfare Reform.
- Continue to improve the quality of houses in multiple occupation (HMOs) in the private rented sector.
- Protect and improve the quality of our neighborhoods.
- Improve community engagement and the quality of local services.

[Note: update following section once measures are available.]

All stakeholders within the City (including residents, visitors, customers, businesses, strategic partnerships, and elected representatives) benefit directly from the implementation of the plan and detailed outcomes are set out in the plan itself against all the key objectives.

The respective actions noted are embedded within annual service planning and performance is monitored through directorate meetings, wider leadership team, performance boards, scrutiny committees and City Executive Board.

The Corporate Plan has specific actions around providing opportunities for

young people. The differential impact resulting from providing new opportunities reflects the need to engage more effectively, tackle social inclusion and address (as far as possible) employment through apprenticeships and other initiatives. The Council will also address issues around social marginalisation and anti-social behaviour in order to have a positive impact on the fabric of neighbourhoods.

The Corporate Plan has comprehensive actions around increasing the number of affordable homes within the city (either through rental, low cost or social housing provision). This will directly enable those who are unable to secure decent housing at an affordable cost.

**3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

**Please note that you are required to involve disabled people in decisions that impact on them.**

The consultation period began 24<sup>th</sup> December 2014. The consultation will close on 31<sup>st</sup> January 2015. A draft amended in the light of consultation will be presented to the City Executive Board on 12<sup>th</sup> February 2015.

An invitation to participate in the consultation was sent to all key stakeholders and a copy of the survey was placed in the Oxford Mail on Wednesday 7<sup>th</sup> January 2015. People were also directed to the web link from the City Council website's home page.

In addition to consultation on the draft Corporate Plan, consultation and research is carried on throughout the year as a routine part of developing policies, strategies and plans. This includes many of the significant housing investment/ regeneration projects where consultation has influenced at least some of the design and spending issues.

**4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?**

**Please set out the basis on which you justify making no adjustments.**

The changes made to the Corporate Plan as part of the review process strengthen and enhance the Council's commitment to maintaining the quality and access to its services.

Key themes in this year's plan include:

- spending up to £101 million to implement our Council Housing Ambition initiative to build new council homes and improve existing housing stock over the next four years, with an additional £96 million of new investment over the next 10 years
- putting resources in place for large scale regeneration projects which will provide substantial long-term investment in Oxford:
- building nearly 900 new homes and 198 community facilities at Barton Park
- developing to 500 homes and 90,000 sqm of employment space at the

## Northern Gateway

- building 300 new homes and providing 1,000 jobs through the Oxpens redevelopment
- providing 2,000 jobs plus 1,000 in the construction phase as a result of the Westgate redevelopment.
- investing £700,000 to improve our community centres and sports pavilions
- investing £500,000 to improve cycling and the public realm
- investing £200,000 in addition to the £600k already included in the Councils Capital Programme to fund energy saving projects which will reduce fuel bills.

**5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.**

**Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place.**

The Corporate Plan is reviewed and updated on an annual basis. Progress on implementing the projects and work-streams will be monitored on a monthly basis through team meetings, directorate-wide meetings, programme boards, and Directors' meetings. Progress is reported to the City Executive Board on a quarterly basis.

Lead officer responsible for signing off the EqIA: Val Johnson  
Role: Policy and Partnership Team Manager, Policy, Culture and Communications  
Date: 7<sup>th</sup> January 2015.

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