

Equality Impact Assessment

'LOVE WHERE YOU LIVE' – COMMUNITY ENHANCEMENT PROGRAMME

Stage 1 Details of the proposal

Name of service	Healthier Communities (BU8)
Directorate	Safer, Stronger & Healthier Communities
Name of officer responsible for EIA	Nicola Cresswell
Name of senior sponsor	Cath Bedford
Description / purpose of proposal	<p>We're proposing, working alongside local people and Barnsley partners, to invest in Barnsley communities as part of a Love Where You Live community enhancement programme throughout 2025.</p> <p>This investment will see activities in local areas focusing on environmental improvement, community involvement, engagement, communications, social action and volunteering, celebration and integration. The programme's key elements will provide opportunities to build and strengthen relationships with internal and external partners and community-based organisations, as well as advocating the value of people's voices and feedback that can shape the impact we make together.</p>
Date EIA started	22 January 2025
Assessment Review date	1 April 2026

Stage 2 - About the proposal

What is being proposed?	<p>This investment programme is important for our local communities. It includes a lot of activities and is a real partnership piece across the council. The proposal covers six main areas of work:</p> <ul style="list-style-type: none">• Neighbourhood enhancements
--------------------------------	---

- Increased frontline resources for environmental maintenance
- Localised communications and marketing
- Insight, engagement and research
- Celebration and integration
- Addressing hate and mis/disinformation in our communities

Why is the proposal required?

This is an important piece of work for promoting pride through a relaunch of the Love Where you Live branding, to rebuild a sense of pride and celebrate the diversity of our local communities in Barnsley.

The work will also provide opportunities to enhance our knowledge and understanding of local communities and ensure all voices are heard and that influence how improvements can be made.

What will this proposal mean for customers?

The delivery of this programme is expected to have several positive impacts. This includes environmental benefits, as well as improvements in health and wellbeing. Additionally, this work can enhance community pride and foster stronger community bonds.

Stage 3 - Preliminary screening process

Use the Preliminary screening questions to decide whether a full EIA is required

- Yes - EIA required (go to next section)
 No – EIA not required (provide rationale below including name of E&I Officer consulted with)

EIA required.

Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics

What generic data do you know?

Intelligence suggests that poor housing, poverty, digital exclusion and food insecurity, limited or no access to healthcare, are just some of the challenges that are faced on a daily basis. There are also barriers for some communities in terms of accessing information which can often be complex and

confusing, often perpetuated further by language barriers, illiteracy, digital exclusion as well as a general mistrust of information from 'authority' organisations or groups.

It is recognised that some data relating to specific health and social inequalities for particular groups can be limited, and so in order to truly understand the needs and challenges for these communities in Barnsley, it is important to facilitate an engagement approach that helps to identify local needs, gather insights and experiences on an ongoing and proactive way, whilst most importantly, building relationships with local people to promote inclusivity, involvement and opportunities to influence local decision making.

Some of the intelligence and insights through the work of our ward alliances, neighbourhood and commissioned services have provided opportunities to engage with some of our local communities that may be considered harder to engage. Previously, the focus has been more around the requirements of organisations (providers and commissioners) but by engaging more directly with e.g. Community leaders, connectors and champions, this has created more opportunities to bring in ideas, views (positive and negative) thoughts, worries, stories and experiences in a friendly, open and transparent environment, without contributors feeling their views are there to meet the requirements of a particular agenda or timescale.

Training

Various Equality POD e-learning courses are currently available for Council staff managed by the Equality Team (although the courses relating specifically to race aren't mandatory).

Migration Training offer through Migration Yorkshire, rolling out to local councillors. Similar courses have been run for front line employees in the past.

Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

The weekly Migration Drop In is hosted quarterly by each of the partners with the support of 4 community champions with an average of 12 supporting agencies ranging from refugee support, health, domestic violence, police, housing, specialist solicitors, asylum integration, ESOL and education. The sessions are attended on average by 15 clients speaking 19 different languages. The drop in has also provided an audience to share and gather opinions on a number of surveys including accessing adult social care, developing the family hubs, JSIA, Storying Barnsley, Black History month. Each quarter an event is held focusing on a topic for example, employment, safeguarding, hate crime, health and cancer awareness.

Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

Not specifically for this project.

An EIA has previously been done for the Migration drop in which is related:

The Drop in provides information and support to the migrant communities
 It is a Provider network
 It has Community Champions
 It gives people an opportunity to have their say

Data: Formal consultation
What information has been gathered from formal consultation?
No formal consultation has taken place

Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics
 (state if negative impact is substantial and highlight with **red text**)
 Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative ' - '	Positive ' + '	No impact	Don't know	Details
Sex			x		It is unlikely the work will impact people dependent on their sex.
Age		x			It is expected that this work will have a positive impact on people of all ages, but also provides scope for targeted work with particular age groups in local communities where they live and improve the awareness of diversity across different communities
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People, invisible illness, Mental Health etc</i>		x			It is expected that this work will have a positive impact on people with disabilities. Residents experience a range of disabilities including physical and sensory impairments, learning difficulties and mental health. The work will benefit these people in general and link with the future plans for disability engagement which give people with disabilities an opportunity to participate and have their say in council initiatives and be involved in their wider communities. Collecting data about this group will help to inform the production of future services and targeted comms which will benefit people with disabilities, in particular migrants and asylum seekers that also have a disability as they will experience additional barriers.

Race		x			The work will be inclusive and actively work to have a positive impact on this group, for example by engaging with the BAME community and linking in with the Race Equality Forum. Collecting data about BAME groups will help to inform the production of future services and targeted comms which will benefit BAME communities.
Religion & Belief		x			Gathering information on demographics will help to understand the community and support people with various religions and beliefs, as well as helping front line staff to understand their different views.
Sexual orientation			x		It is unlikely the work will impact people dependent on their sexual orientation.
Gender Reassignment			x		It is unlikely the work will impact people dependent on their gender.
Marriage / civil partnership			x		It is unlikely the work will impact people differently due to their marital/ civil partnership status.
Pregnancy / maternity			x		It is unlikely the work will impact on people based on their pregnancy/maternity status.

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services		x			The work could benefit these people in general and link with the future plans for armed forces/veterans work to provide opportunities to participate and have their say in council initiatives and be involved in their wider communities. Collecting data about this group will help to inform the production of future services and targeted comms which will benefit people who are veterans etc.
Lower socio-economic		x			The work could benefit these people in general as part of the community enhancement work that is proposed. Collecting data about this group will help to inform the production of future services and targeted comms which will benefit people from lower socio economic groups
Other ... Frontline Council workers		x			The work should have a positive impact on frontline council workers as the project will enhance working with diverse communities

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at)

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with the minimum access standards. Reasonable adjustments for disabled people.

Not yet live

- The proposal will meet the minimum access standards.
- The proposal will not meet the minimum access standards. –provide rationale below.

Stage 7 – Action plan

To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date
<p>Work with the Providers, Services and public to analyse the data gathered from this work to develop a targeted approach to engagement with the service user group. This is to include working with Equality Forums and with other partner agencies working with these service users.</p> <p>Maximise links with Barnsley CVS to link with a wide range of local community groups that can be supported as part of this programme</p>	New staff member / Cath Bedford	
<p>Liaise with Equality Team – links to current Equality POD e-learning courses. Encouraging staff to complete and keep up to date with training.</p> <p>Migration Yorkshire Migration Training</p>	<p>New staff member / Cath Bedford</p> <p>Nicola Cresswell / Cath Bedford</p>	

To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date
----------------------	--------------	-----------------

Monitor through staff and customer experiences before and after the project	Nicola Cresswell / Cath Bedford	Ongoing
Actively encourage Providers and Services and Staff to be inclusive through engagement with Forums and other agencies as well accessing venues the BAME / Disability community use on a regular basis.	Nicola Cresswell / Cath Bedford	Ongoing

To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

Action we will take:	Completion date
Not yet live	

Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

Summary of equality impact	The proposal is highly likely to have a considerable positive impact on a number of different communities, including people with disabilities and the BAME community as this is the primary target service user group. The proposal is also likely to have a positive impact on Council front line workers
Summary of next steps	<ul style="list-style-type: none"> Recruit new staff member Cabinet approval on 2 April

Signature (officer responsible for EIA) Date

Nicola Cresswell / Cath Bedford

**** EIA now complete ****

Stage 9 – Assessment Review

(This is the post implementation review of the EIA based on date in Stage 1 if applicable)

What information did you obtain and what does that tell us about equality of outcomes for different groups?