

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Southampton City Council Outcome Plans 2018-19.
Brief Service Profile (including number of customers)	
<p>The Council Strategy 2016-20 was approved in 2016 and provides a strategic way forward in delivering a better quality of life for our residents. The council has to deliver this Strategy in a climate of ongoing financial challenges where funding is reducing year on year and to plan to be more self-sufficient by 2020/21. This is against a backdrop of needing to become more commercially minded, increasing demands for some of our high cost services and radical changes in resident expectations of accessing council services.</p> <p>Southampton City Council’s draft outcome plans reflect on the achievements and challenges relating to each outcome, and set out a summary of the council’s planned activity to deliver the Council Strategy outcomes in 2018-19, including:</p> <ul style="list-style-type: none"> • The key areas of focus within each outcome • The Executive’s draft Commitments • The council’s responses to the LGA Peer Challenge recommendations and that actions relating to them • High level activities to deliver the outcomes • Key Capital Investment projects • Indicative budget envelopes and reductions for 2018-20 and beyond <p>The delivery of the Council Strategy, via the draft Outcome Plans, will affect all residents in all wards as well as visitors and people who work in the city.</p>	

The current population of the city is 253,989 and by 2024 it is expected to grow by 4.8% to 266,285. The city has approximately 6,000 businesses with around 115,000 workers employed in the city. The city sees approximately 7 million day visitors and 1.9 cruise visitors passing through the city each year.

Summary of Impact and Issues

The draft outcome plans do not propose any changes to the Council Strategy 2016-20 and therefore impacts and issues are anticipated to be limited.

The draft Outcome Plans include the updated ‘Leader’s focus’ for the council:

<i>Council Strategy outcomes</i>	<i>Leader’s focus</i>
Southampton has strong, sustainable economic growth	Homes for all
Children and young people get a good start in life	Aspiration
People in Southampton live safe, healthy, independent lives	Rebuilding communities
Southampton is a modern, attractive city where people are proud live and work	Clean and green
A modern, sustainable council	Southampton Pound

The draft Outcome Plans also include a revised draft Executive’s Commitments aligned to the Council Strategy outcomes. These range from top 20 commitments, to areas where officers will be exploring whether the objectives are achievable and affordable and providing options for the Administration to consider.

Decisions on specific projects that are developed in relation to the draft Executive’s Commitments or as part of the wider activity to deliver the Council Strategy delivery will be supported by a detailed Equality and Safety Impact Assessment.

Potential Positive Impacts

The impacts of delivering the Leader’s focus and the actions set out in the draft Outcome Plans are expected to have positive impacts on residents, visitors and people working in city. This includes:

- Increased economic growth will help more people in the city to gain and retain employment, reduce the wage gap between residents and commuters and reduce ‘in work poverty’. Focusing on homes for all will reduce potential homelessness and support the growth of the city and its economy.
- Giving children and young people a good start in life is essential ensuring that they go on to fulfil their potential and become successful adults who are engaged in their communities. Focusing on aspiration will help improve the outcomes for those children and young people.
- Enabling people to live safe, healthy independent lives has positive

<p>impacts on health, as well as aging well, and the overall wellbeing of our residents. Focusing on rebuilding communities will support a prevention and early intervention approach and community resilience.</p> <ul style="list-style-type: none"> • Making Southampton a modern, attractive city drives city pride, supports tourism, and underpins economic growth . A focus on a clean, green city will support the sustainable growth of the city as well as supporting the wealth and wellbeing of our residents. • A modern, sustainable council is essential to ensuring that the council continues to deliver high quality services at good value for our residents. 	
Responsible Service Manager	Felicity Ridgway, Service Lead – Policy, Partnerships and Strategic Planning
Date	06/07/18
Approved by Senior Manager	Emma Lewis, Service Director – Intelligence, Insight and Communications
Date	06/07/18

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<ul style="list-style-type: none"> • Approximately 55,174 children and young people (aged 0-18) live in Southampton and this number is expected to rise by 5.2% by 2024. • Children and young people under the age of 19 years make up 21.7% of the population of Southampton. • Approximately 34,781 people aged 65+ live in Southampton, and this expected to rise by 14.5% between 2017 and 2024. • Supporting children and young people to get a good start in life, and enabling people to live safe, healthy independent lives will have a positive impact in relation to age. 	N/A – positive impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Disability	<ul style="list-style-type: none"> Activity to enable people to live safe, healthy, independent lives will support the wellbeing and independence of residents with disabilities. 	N/A – positive impact
Gender Reassignment	<ul style="list-style-type: none"> No specific impacts identified relating to gender reassignment. 	N/A
Marriage and Civil Partnership	<ul style="list-style-type: none"> No specific impacts identified relating to marriage and civil partnership. 	N/A
Pregnancy and Maternity	<ul style="list-style-type: none"> No specific impacts identified relating to pregnancy and maternity. 	N/A
Race	<ul style="list-style-type: none"> 22.3% of the city’s population are non-White British, including 14% who are residents from Black or Minority Ethnic backgrounds. There are no specific impacts identified relating to race. 	N/A
Religion or Belief	<ul style="list-style-type: none"> No specific impacts identified relating to religion or belief. 	N/A
Sex	<ul style="list-style-type: none"> No specific impacts identified relating to sex. 	N/A
Sexual Orientation	<ul style="list-style-type: none"> No specific impacts identified relating to sexual orientation. 	N/A
Community Safety	<ul style="list-style-type: none"> Delivering the outcome ‘safe, healthy, independent lives includes delivering activity relating to community safety. 	N/A – positive impact
Poverty	<ul style="list-style-type: none"> Nearly a quarter (23.4%) of the children in the city live in relative poverty compared to an England average of 20.1%. Commuter/resident wage gap means that people who live and work in the city earn £64 per week less than those who commute into the city for 	N/A – positive impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>work.</p> <ul style="list-style-type: none"> Activity to support economic growth and give children and young people a good start in life will aim to reduce poverty, including reducing 'in work poverty', and address the resident commuter wage gap. 	
Health & Wellbeing	<ul style="list-style-type: none"> Female life expectancy in Southampton is 83.1 years (similar to national averages) compared to male life expectancy of 78.2 years, which is lower than the national average but similar to many of our comparator areas. Mortality rates are generally falling in Southampton. However, although people are living longer, it is often with long term conditions and an extended period of poor health/disability. Activity to enable safe, healthy, independent lives will support improved health and wellbeing within the city. 	N/A – positive impact
Other Significant Impacts	<ul style="list-style-type: none"> The financial challenges referred to in the report could see an impact of reduced services in some areas. 	<p>Decisions on specific projects or any service reductions will be supported by a detailed Equality and Safety Impact Assessment, and proposals relating to setting the Budget for 2019/20 and beyond will be subject to public consultation.</p>