

Gosport Borough Council
Integrated Impact Assessment (IIA)

Completion Instructions for IIA Leads:

Use this IIA **during development** to initially assess the likely impact, on both customers and staff, of a proposed new policy, strategy, function or service or a proposed change to an existing one. This IIA aims to provide an early warning of any potential issues that could adversely impact our customers or staff or result in costly errors in terms of financial or reputational management. Evaluating the proposed changes against our key considerations regarding equality & diversity and climate change allows us to modify or mitigate any adverse impacts **before** implementation. It also demonstrates transparency in the Council’s decision making. It is a working document with named Subject Expert Officers (SEOs) who can support you - as the IIA Lead, through this process. Please do ask the SEOs for advice about potential impacts.

Impacts in the template are marked: +ve (positive) -ve (negative) or neutral. Once completed the IIA must be signed off by your Head of Service and a summary copy attached to the Board or Committee report. Officers have a Duty to ensure that Councillors/decision makers understand the impact of decisions before those decisions are made.

Policy/Strategy/Function/ Project	New	Existing	IIA Lead	Contact Details	Date
'Gosport - the Digital Peninsula' Digital Strategy for the Borough	✓				

What is the aim of this policy/strategy/function/project? What will it change?

Our aim is that Gosport’s residents and businesses will have access to the digital connection that they need, in terms of speed and capacity, both now and in the future. They will also have the skills and access to any support needed to utilise that digital connection for their benefit. Thereby making Gosport a better place to live and work.

<p>Has any consultation been undertaken on this proposed change?</p>	<input type="checkbox"/> yes	<input checked="" type="checkbox"/> no
<p>If yes, summarise the methods used and results of the consultation: A consultation exercise will be undertaken with partners e.g. education establishments, social housing providers, employment support organisations, training providers and business support organisations on the draft strategy’s priorities and to develop the detailed action plan.</p>		

A. EQUALITY & DIVERSITY

The Public Sector Equality Duty is part of the Equality Act 2010. The Duty requires the Council to have due regard to the following three aims:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equal opportunities between people from different groups
- Foster good relations between people from different groups.

Having due regard means considering how this policy, strategy, project or function has or will advance equal opportunities for each of the protected groups below.

Please note: If this proposal means a change in the availability, degree of provision or access to a service, benefit or facility for any group of people, then this Equality & Diversity impact assessment must be completed to assess if this proposal could be deemed unlawfully discriminatory.

SEO for support to complete this section- Mandy Baggaley, CPCS, x5695 mandy.baggaley@gosport.gov.uk

Protected Characteristic	+ ive	- ive	Neutral	Explanation of Impact
Age	✓			National research on digital inclusion has indicated an informed strategy may assist more residents in certain age groups to have the access to training and or mentoring opportunities to gain confidence and skills to use digital technology and use it to meet every day needs. using and skills to meet their everyday needs online.
Disability	✓			National research on digital inclusion has indicated an informed strategy may assist more residents who due to a disability are currently unable to access fully digital technology and information to meet their everyday needs online.
Gender reassignment			✓	No specific negative impacts identified, but consultation with partners across the private, community and public sectors should help identify learning points from user experiences across all protected characteristics to inform a local action plan to help ensure the strategy enables and support inclusion across all.
Marriage and Civil Partnership			✓	
Pregnancy			✓	
Race (ethnicity, nationality, colour)			✓	
Religion or Belief (and lack of belief)			✓	
Sex			✓	
Sexual Orientation			✓	
<p>The Armed Forces Bill places a new duty on public bodies to have due regard to ensure those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved. Please refer to these resources for more information about the needs and characteristics of the armed forces community and our commitment to the Covenant. GBC Covenant Agreement 2020 Local AFC Profile, needs assessment, resources</p>				
Section of the Armed Forces Community	+ ive	- ive	Neutral	Explanation of Impact
Veterans, serving personnel and household members	✓		✓	As above as the Armed Forces Community encompasses all protected characteristics.
<p>Are there any other groups which could be impacted (e.g. socially or financially excluded) by this item? If yes, identify below:</p>				
Financially excluded	✓			The strategy may assist more residents who due to financial constraints

				are unable to access digital technology as readily as others.
Digitally excluded	✓			The strategy may assist more residents from this group to meet their everyday needs online.
What actions will be taken to address/ mitigate potential negative impacts identified:				
Action	By whom			By when
Consultation exercise to confirm the draft strategy’s priorities and help inform the development of a detailed action plan.	Gosport Borough Council			Start date and duration TBC. Results will be used to inform the final version of the strategy and develop the detailed action plan for its implementation.
Consultation findings incorporated into final version of the strategy and the development of the detailed action plan.	Gosport Borough Council			TBC

B. CLIMATE CHANGE & ENVIRONMENT

Consider how this change will have an impact with regard to

- Greenhouse gas emissions
- Ability to adapt to the impacts of climate change
- Waste Management
- Air Quality
- Natural Environment

SEOs for support to complete this section- Tim Pratt, CPCS, x5573 tim.pratt@gosport.gov.uk

Greenhouse Gas Emissions	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Emissions from buildings	Gas or electricity use and provision of renewable electricity, by GBC or others			✓	The Strategy may lead to increased use of electronic devices, but any change is likely to be negligible.
Emissions from transport	Amount of travel (including goods transportation), travel modes and fuels used, by GBC or others			✓	The Strategy may contribute to reduced travel demand due to the increased ability to access services online, but any change is likely to be negligible.
Emissions from agriculture and land use	Creation or removal of carbon sinks in Gosport, and changes to food consumption				N/A
Embedded emissions	Emissions from manufacturing goods and materials used by GBC or others			✓	The Strategy may lead to increased purchases of electronic devices, but any change is likely to be negligible.
Climate Change Adaptation	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Vulnerability to storms	Flood prevention and extent to which buildings, habitats and species would be affected by flooding and high winds				N/A
Vulnerability to heat waves	Provision of shading, ventilation and insulation in buildings, and extent to which habitats and species would be affected by heat				N/A
Vulnerability to drought	Water use in buildings, agriculture, and industrial processes, and extent to which habitats and species would be affected by drought				N/A
Vulnerability to food insecurity	Opportunity for local food production				N/A

Waste Management	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Amount of waste generated	Levels of consumption by GBC, households and businesses, and extent to which materials used are reusable			✓	The Strategy may lead to increased purchases and therefore disposal of electronic devices, but any change is likely to be negligible.
Proportion of waste recycled	Recyclability of materials used by GBC, households and businesses, and provision of recycling services				N/A
Air Quality	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Emissions of key pollutants from transport	Amount of travel (including goods transportation), travel modes and fuels used, by GBC and others; impacts on congestion and amount of idling of more vehicles			✓	The Strategy may contribute to reduced travel demand due to the increased ability to access services online, but any change is likely to be negligible.
Emissions of key pollutants from industrial processes	Emissions from chemical processes				N/A
Emissions of key pollutants from other sources	Domestic and other fires				N/A
Impact of key pollutants	Rate at which pollutants are absorbed or dispersed				N/A
Natural Environment	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Sustainability of public spaces	Amount of vegetation and maintenance				N/A
Biodiversity and quality of habitats	General impacts on habitats and direct impacts on species of concern				N/A
What actions will be taken to address/ mitigate potential negative impacts identified:					
Action	By whom			By when	

C. IIA SUMMARY				
Have any positive or negative impacts been identified in sections A and B?				
Subject	+ ive	- ive	Explanation	
A. Equality & Diversity	✓		The strategy may assist more residents from protected groups to access services and meet every day needs online.	
B. Climate Change & Environment				
Can any negative impacts be mitigated?				
Subject	Yes	No	N/A	Explanation
A. Equality & Diversity				
B. Climate Change & Environment			✓	
Is further assessment in either subject area necessary to conclude this assessment?				
Subject	Yes	No	If yes, timetable for completion	
A. Equality & Diversity	✓		During the strategy consultation phase.	
B. Climate Change & Environment		✓		

D. IIA CONCLUSION

This IIA is complete. No further assessment is required if identified actions are undertaken. This summary can be included with Board or Committee reports.

This IIA identified further assessment should be undertaken in the identified areas before implementation of this proposed change.

Signed by Head of Service:

Date: