

Thurrock Council

Community Equality Impact Assessment (CEIA)

Service area and lead officer

Name of service	Internal Audit, Risk Management and Insurance
CEIA Lead Officer	Frankie Smith
CEIA Lead Officer job title	Head of Financial Assurance, Internal Audit, Risk and Insurance
CEIA Lead Officer email address	Frankie.smith@thurrock.gov.uk
Please insert business case reference e.g. CTS (where applicable)	N/A

Subject of this assessment

State the name of, and briefly summarise, the specific policy, strategy, function or service that is the subject of this assessment
<p>The Risk Management Team sits within the Finance Directorate, under the Head of Financial Assurance, Internal Audit, Risk and Insurance.</p> <p>The Risk Management service is managed by the Council's Chief Risk Advisor.</p> <p>This CEIA relates to implementation of the recently drafted Risk Management Strategy (2024 – 2027).</p> <p>The Risk Management Strategy sets out the Council's position statement, commitment and approach to Risk Management for 2024 - 2027.</p> <p>The Risk Management Strategy will:</p> <ul style="list-style-type: none">- Enable the Council to achieve its objectives through the effective identification and management of risks, which could impact on the Council's success.- Satisfy the Council's statutory obligations in relation to Risk Management, in response to the Best Value Inspection report outcomes and best practice.- Embed Risk Management into the Council's organisational culture. <p>The Risk Management Strategy has been developed by the Risk Management Team, but this is a corporate Strategy which, when approved, will be owned by all Council officers and Members.</p>

Borough-wide or location-specific?

Borough-wide Location-specific – please state locations below.

Click or tap here to enter text.

Which of the following is the proposal? (Tick all that apply)

A new policy, strategy, function or service

Change to an existing policy, strategy, function or service

Other – please provide details below

Click or tap here to enter text.

Why is this policy, strategy, function or service development or review needed?

The (May 2023) Best Value Inspection report identified several deficiencies in the Council's Risk Management arrangements and made reference to the fact that Risk Management practice was not fully embedded into all of the Council's business activities and culture.

The newly devised Risk Management Strategy has been created in-line with best practice and relevant Risk Management standards. When implemented, this Strategy will ensure the Council's Risk Management arrangements are more effective and embedded across all areas of the Council.

1. Engagement, consultation and supporting information

1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

Please ensure you provide details of the following (where applicable):

- What consultation/engagement activity took place, and over what timescales
- A demographic profile of those targeted by this activity
- The methods adopted to engage residents and groups, and the type of data (quantitative or qualitative) gathered
- A list of the questions asked to respondents
- If consultation or engagement activity has yet to take place, use the details currently available to provide an outline of the planned activity to cover the points above

Steps you have taken, or plan to take, to engage or consult

There has been no engagement with the residents / local community in relation to this Strategy.

However, the Risk Management Strategy has already been discussed with the Chief Risk Advisor, Chief Finance Officer, Cabinet Member for Resources and Finance Commissioner.

This Strategy is due to be discussed with the following:

- Senior Leadership Team - 31 July 2024.
- Informal Cabinet – 12 August 2024
- Cabinet – 11 September 2024
- Audit Committee – 3 October 2024

1.2 Outline the results of the activity and clarify how these results have factored into decision making processes, and supported your understanding of the impact/s the proposal will have upon the community

A high level summary of the engagement/consultation activity results, clarifying how these have factored into decision making processes and supported the understanding of potential impacts

The outcomes from the discussions had so far, has informed the design of the Risk Management Strategy.

1.3 What Thurrock-specific data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review? Is there other national or regional data and intelligence you have used to form the basis of your understanding?

Sources of data or intelligence, and how they have been used to inform understanding

N/A.

There has been no data or intelligence sources used to inform the impact assessment of implementing this Strategy.

Implementing this Strategy will not result in any adverse impact on the local community / residents.

Implementing this Strategy will provide key stakeholders (officers and Members) with assurance that the Council's Risk Management arrangements are effectively identifying and managing risks relating to decision-making and the delivery of services, programmes and projects within the borough.

2. Community and workforce impact

When completing this part of the assessment, please consider the following guidance:

- Be clear about all impacts, particularly negative impact upon groups
- Focus on those who will be impacted and consider the impacts they will experience
- Cross reference each individual impact with appropriate data and intelligence sources
- Ensure specific or technical terms are clearly clarified and explained, and all acronyms are spelled out

2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents? Please consider the sub-groups listed in each section. See the [WHIASU Population Group checklist](#) for further identified impact groups.

Please ensure a full response is provided for every question, including where only neutral impacts are anticipated.

If a neutral impact is anticipated (and therefore no specific mitigation activity required), state this clearly to show you have considered this for each group.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general <ul style="list-style-type: none"> • Impacted community groups • Relevant cultural groups • Homeless • People seeking asylum 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved risk management arrangements across the Council will benefit all stakeholders, community groups and residents.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Age e.g. <ul style="list-style-type: none"> • Early years (from pregnancy to first year of life) • Children and young people • General adult population • Older people 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Disability e.g. <ul style="list-style-type: none"> • Those with physical or sensory disabilities or learning difficulties 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Gender reassignment e.g. <ul style="list-style-type: none"> • Those who have yet to, are undergoing, or have undergone gender reassignment 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Marriage and civil partnership e.g. <ul style="list-style-type: none"> • Married and divorced people • Those in a civil partnership • Co-habiting couples 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Pregnancy and maternity e.g. <ul style="list-style-type: none"> • Expecting parents • New parents on maternity or paternity leave • Parent/child groups • Lone parent families 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Race e.g. <ul style="list-style-type: none"> Black, Asian and Minority ethnic groups including Gypsies, Roma and Travellers 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Religion or belief e.g. <ul style="list-style-type: none"> People of different religions or holding particular beliefs Religious cultural or community groups Religious and cultural events throughout the community/year 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Sex <ul style="list-style-type: none"> Male/Female 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Sexual orientation e.g. <ul style="list-style-type: none"> Heterosexual people Lesbian, gay and bisexual people 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to an individual protected characteristic.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Location-specific impact, if any e.g. <ul style="list-style-type: none"> Specifically impacted wards or regions of Thurrock Isolated or over-populated areas Those living in areas of poor economic conditions/with poor health indicators Those unable to access services 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The implementation of the new Risk Management Strategy will be applicable to all areas of the borough equally. There will be no specific impact to a specific ward / region.	The Risk Management Strategy will be incorporated into all Council business activity to ensure effective risk management arrangements are consistently embedded across all Council business activities.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Workforce <ul style="list-style-type: none"> Employees of Thurrock Council – this may include specific services within the authority 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Risk Management Strategy will provide employees of the Council with clarity on how to manage risks within services, programmes and projects.	To ensure the approved Risk Management arrangements are embedded consistently across all business activities, services, programmes and projects,
Health and wellbeing of residents e.g. <ul style="list-style-type: none"> People with severe physical and/or mental health conditions Health impacts in local areas i.e. low air quality/high pollution Community impacts upon wellbeing i.e. low community safety/high crime Economic impacts upon health i.e. income, poverty, debt 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to the health and well-being of residents as a result of implementing the Risk Management Strategy.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Socio-economic outcomes e.g. <ul style="list-style-type: none"> Economically inactive people People on low income, with debt or in poverty People unable to work due to ill health Unemployed people 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to the socio-economic outcomes as a result of implementing the Risk Management Strategy.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Veterans and serving members of the armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to veterans and serving members of the outcomes as a result of implementing the Risk Management Strategy.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.
Unpaid carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no negative impact to unpaid carers of the outcomes as a result of implementing the Risk Management Strategy.	To ensure the revised Risk Management arrangements are consistently embedded into all Council practices.

3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans. Consider:

- When and who will review and update the CEIA throughout the delivery of the proposal?
- What future work, including further consultation and engagement, is set to take place?
- What ongoing reviews of the CEIA and the proposal will take place?

Action	By when	By who
To review 3-yearly in-line with the Risk Management Strategy	31 March 2027	Head of Financial Assurance, Internal Audit, Risk and Insurance

4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact
There are no implications and customer impact arising from the implementation of this Strategy.

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant Project Sponsor, Head of Service, or Assistant Director. This should not be the CEIA Lead Officer. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Dawn Calvert	Chief Finance Officer (s151)	25 July 2024