Cabinet
Thursday, 14 December 2023, 10.00 am, County Hall

Membership
Councillors:

Cllr Simon Geraghty (Chairman), Cllr Marc Bayliss, Cllr Adrian Hardman, Cllr Marcus Hart (Vice Chairman), Cllr Adam Kent, Cllr Steve Mackay, Cllr Karen May, Cllr Richard Morris, Cllr Tracey Onslow and Cllr Mike Rouse

Appendices Supplement

Date of Issue: Wednesday, 6 December 2023

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Equality and Public Health Full Impact Assessment
Impact Assessment Id: #616

1.0 **Screening Information**

Project Name
Prevention Strategy

Name of Project Sponsor
Faye Pemberton Crowe

Name of Project Manager
Katie Stallard

Name of Project Lead
Katie Stallard

Please give a brief description of the project
This isn't a project as such however a strategy has been drafted to document our approach to prevention in Worcestershire. This strategy forms part of the Peoples Directorate and outlines the preventative work in place and in development for adults in accordance with our statutory duties set out in the Care Act 2014. It supports the overarching Health and Wellbeing Strategy which brings greater emphasis to prevention activity being 'everybody's business.

Data Protection screening result
Does not need a full impact assessment

Equality and Public Health screening result
Will require a full impact assessment

Environmental Sustainability screening result
Does not need a full impact assessment

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1.1   Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.
The purpose of the strategy is to - Identify prevention services already available in the local area and the extent to which we involve or make use of
them;
- Consider how we identify people in the area with needs for Care and Support which are not being met (by the Local Authority or otherwise) and; Bring these elements together to provide a robust plan for delivery over the next five years.

We are responding to the rapidly changing context of health and social care and therefore, this five-year strategy is underpinned by our vision of 'supporting individuals to live the lives they choose, in a place they call home, connected to people, places and opportunities that are meaningful to them'.

The aims of this strategy is -
* Offering connections and creating opportunities for social interaction.
* Enabling people to make well informed choices about their needs.
* Promoting choice and control to prevent or delay the need for care and support.
* Understanding the needs of residents in rural communities and those requiring specialist provision.
* Supporting people through Key life changes and events
* Championing the 5 ways to wellbeing through our community offer to improve the quality of life for Worcestershire residents.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.
To draft a strategy and engage partners and the public to ensure its fit for purpose.

Project Outcomes

Briefly summarise what the project will achieve.
* Creating a sense of connection through inclusive communities and improving the quality of life of Worcestershire residents.
* Enabling inclusive spaces within the community to promote social connections.
* Understanding the needs of residents in rural communities and those requiring specialist provision.
* Championing the 5 ways to wellbeing through our community offer to improve the quality of life for Worcestershire residents.
* Supporting people to live through key life changes and events
* Enabling people to access a wide range of activities and support through the broad network of our community assets.
* Create resilience across Worcestershire through a shared understanding and commitment that enables engagement and involvement founded on collaboration with our key partners which include: health, primary care networks and the VCSE.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2   Responsibility

Directorate/Organisation

People

Service Area

Adult Social Care

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

February 2024

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

Yes

An overarching screening has already been carried out for the following areas:

Data Protection
Equality and Public Health
Environmental Sustainability

What was the conclusion?

Only Equality and Public Health required

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Herefordshire & Worcestershire STP
Worcestershire Acute Hospitals NHS Trust
Worcestershire Health and Care NHS Trust
Worcestershire County Council
Other - Health watch, VCSE Alliance, District Councils, LGA (Local Government Association)

Details of contributors to this assessment:

Name	Faye Pemberton Crowe
Job title	Assistant Director
Email address	fpemberton@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User
Carers
Communities

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3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

We have talked to our staff, reviewed data collated from the resident engagement for the Health and Wellbeing strategy, and reviewed the level of demand and need for care and support across Worcestershire. Once the prevention strategy is live we will engage with the residents and providers on our approach to ensure our outcomes are achieved.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

We have talked to our staff, reviewed data collated from the resident engagement for the Health and Wellbeing strategy, and reviewed the level of demand and need for care and support across Worcestershire. Once the prevention strategy is live we will engage with the residents and providers on our approach to ensure our outcomes are achieved.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

Due to the findings we have structured the strategy into three key areas which we believe will enhance the resilience of our local community whilst delivering our statutory duties.

The three key areas are -

Reducing isolation and Loneliness
Ageing well
Advice Guidance and information

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale**. Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age
Potential positive impact selected.

Explanation of your reasoning:

This strategy will have a positive impact on anyone aged over 18 years by:
* Providing support, education and training to enable people to identify social isolation and loneliness and offer support as required.
* Providing education and information to encourage and enable people to age healthy and well.
* Facilitating opportunities to improve the overall physical health of individuals from young adults into later life.
* Supporting people through Key life changes and events
We know that there is an increased risk of falls in older adults which is why our strategy encourages people to stay physically active through both strength and balance components which in turn helps the reduction of falls, especially as they approach later life.

Disability
Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

iKeeping active helps people stay independent and maintain their health and wellbeing. Physical activity that includes both strength and balance components help the reduction of falls, especially as we approach later life. Muscle weakness and poor balance in later life are the most common preventable risk factors for falls. Making small changes to our lifestyle in earlier life can affect the ability to self-care, to walk, to engage in leisure activities and to work . Therefore, it is important to enable people to maintain their level of

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physical activity and wellbeing to age well. Gov.uk states that people with learning disabilities are at a similar risk of falls throughout their lives as older people in the general population. Around one third of falls by people with learning disabilities result in injury and the rate of fractures is higher than in the rest of the population. Our strategy encourages people to keep physically active through both strength and balance components which in turn helps the reduction of falls which has a positive benefit to everyone, especially people with learning disabilities who are at an increased risk.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

We know historically individuals going through gender reassignment are at higher / increased risk of discrimination. Although the strategy doesn't directly have an impact specifically in this area anyone undergoing gender reassignment who have Care Act eligible needs will be supported to have their needs met in the most preventative way.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for people in this area

Pregnancy and maternity

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

There is a postive and neutral impact as there may be benefits for pregnant people or those individuals in the period of 6 months post maternity by :-

* Offering connections and creating opportunities for social interaction.
* Enabling people to make well informed choices about their needs.
* Understanding the needs of residents in rural communities and those requiring specialist provision.
* Supporting people through Key life changes and events

Race including travelling communities

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Potential impact on those who have historically, or currently have no fixed address such as some Gypsy, Roma and Traveller communities / families / individuals, are at higher risk of isolation than those not sharing this background. Studies show that acute loneliness and social isolation can significantly impact on wellbeing and quality of life. Being lonely has a significant and lasting negative effect on blood pressure. It is also associated with depression (either as a cause or as a consequence) and higher rates of mortality. Whilst this strategy doesn't affect service provision, the aim is to continue to carry on the good work already in place. For example - An established 'Tackling Loneliness Partnership Group' where over 35 organisations attend. - The creation of a 'Stay Connected Pledge', developed by the Partnership Group where partner organisations sign up to a set of key principles etc.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Although the strategy doesn't directly have an impact specifically in this area anyone who has certain beliefs who have Care Act eligible needs will be supported to have their needs met in the most preventative way that doesn't impact on their religion or beliefs..

Sex

Potential neutral impact selected.

Explanation of your reasoning:

Prevention support is for everyone with care act eligibility and those individuals who require information and support regardless of their sex.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

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Prevention support is for everyone with care act eligibility and those individuals who require information and support regardless of their sexual orientation.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

Working closely with Public Health to support all vulnerable and disadvantaged groups, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. In addition to information and guidance, we will maximise our efforts to identify people at risk of falling earlier. This will be implemented by our front door team and community reablement team in addition to our existing strength based assessments. We will work closely with our District Council and NHS Colleagues to reduce the barriers to access equipment and assistive technology, to ensure timely access. We will work closely with Housing colleagues and support the implementation of the Housing strategy to ensure that there is adequate housing stock to meet the evolving health needs of individuals as they age across Worcestershire.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

As part of the prevention strategy we will work alongside public health to support embedding the health and wellbeing strategy which supports to prevent health inequalities.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Creating a sense of connection through inclusive communities and improving the quality of life of Worcestershire residents is an important part of the prevention strategy. Enabling inclusive spaces within the community to promote social connections. The strategy will champion the 5 ways to wellbeing through our community offer to improve the quality of life for Worcestershire residents. Loneliness and social isolation can affect everyone. Older people are particularly vulnerable after the loss of friends and family, reduced mobility or limited income. We will work with our local communities to understand the diverse health and care needs of people and local communities, so care is joined-up, flexible and supports choice and continuity. It is estimated that among those aged over 65, between 5 and 16 per cent report loneliness and 12 per cent feel isolated. As the UK's population rapidly ages, the issue of acute loneliness and social isolation is one of the biggest challenges facing our society. Health issues arising from loneliness and isolation add pressure on statutory health and social care services. Through early intervention and prevention, we can improve people's quality of life, while limiting dependence on more costly services.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

Priority 2 in the prevention strategy is relevant for all adults and refers to a shift in culture and approaches to physical activity and how this can help prepare for later life. Keeping active helps people stay independent and maintain their health and wellbeing. Physical activity that includes both strength and balance components help the reduction of falls, especially as we approach later life. Muscle weakness and poor balance in later life are the most common preventable risk factors for falls. Working together with our partners across Worcestershire, we want to create a culture and foster behaviors where being active becomes the norm in everyday life to maintain our independence in later life and where people are enabled to -
*Access equipment and assistive technology without lengthy waits to keep us independent.
* Have confidence that there is enough appropriate housing available locally to support us as our needs change with age
* Access a range of services to help keep us physically active, regardless of our differing abilities, which are fun and inclusive
* Know how to be prepared for later life to help maintain our independence.
* Identify risks of falling and provide advice/guidance before it happens.

Working closely with Public Health, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. Delivered by our Pathway 1 and Community Reablement Team, we will offer access to strengthening programmes following a period of inactivity to prevent deconditioning events. In addition we will signpost people to the Healthy Worcestershire Programme.

Mental health and wellbeing

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Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

Having preventative services and information in place will support to reduce isolation and loneliness which has an impact on individuals mental health and wellbeing. The prevention strategy links in to the health and wellbeing strategy which both work to ensure negative impacts around mental health and wellbeing are reduced.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

Under Section 4 of the Care Act the Local Authority must establish, co-ordinate and maintain a service (or services) that provide accessible, up-to-date, accurate, comprehensive but proportionate advice and local information relating to Care and Support for people and support for carer's. Information and advice services enable people, carer's and families to take control of, and make well-informed choices about their Care and Support and how they fund it. Not only does information and advice help to promote people's Wellbeing by increasing their ability to exercise choice and control, it is also a vital component of preventing or delaying people's need for Care and Support which the Local Authority must always consider as part of its statutory duties.

We want to provide residents with high quality advice, guidance and information to promote choice, control and independence where people are enabled to -
* Have confidence that the voice of carer's is equally heard and services are tailored as appropriate.
* Know that we are being listened to and services are developed and improved based on our feedback and experience.
* We want advice, guidance and information personalised to our needs which promotes our wellbeing.

We will relaunch our community directory which will offer a central location for accessing health and wellbeing information across the county. It will be aligned to the Health and Wellbeing Strategy, and provides a strong preventative approach. Working together with our Building Together Forum and our Equality, Diversity and Inclusion Lead, we will ensure that our information, advice and guidance is accessible and inclusive.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

The aim is the strategy is due to go live in February 2024 and we will monitor and review our progress against the strategy within 12 months so we will review this at the same time.

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8   Declaration

The following statement has been read and agreed:

- **All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation**

- **Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others**

- **All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics**

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8   Application Details

Last Updated Date Time

13/12/2023 13:55:55

Screening Submitted Date Time

16/10/2023 09:45:53

Last Reopened Date Time

07/12/2023 14:03:46

Full Impact Submitted Date Time

07/12/2023 14:10:47

Approved/Rejected Date Time

13/12/2023 13:55:55

Current User Dashboard Request Status

Complete

9.0   People with access to the original screening

Katie Stallard   (KStallard2@worcestershire.gov.uk)

9.1   People with access to this equality and public health assessment

Katie Stallard   (KStallard2@worcestershire.gov.uk)
Lauren Williams   (LWilliams1@worcestershire.gov.uk)

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10   Direct Questions

Question:

hello, I have provided feedback and some suggested amends via email directly. Please email equality@worcesteshire.gov.uk for any queries. Maddy

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 23/11/2023 15:47:38

Katie Stallard (KStallard2@worcestershire.gov.uk) has been asked this question.

Response:

Can you please reopen so i can make amends. thank you

Katie Stallard (KStallard2@worcestershire.gov.uk) at 28/11/2023 09:15:41

Response:

Hi Katie,

I have emailed you directly with feedback and have re opened for you to make some additional amends :)

Lauren

Lauren Williams (LWilliams1@worcestershire.gov.uk) at 01/12/2023 08:53:23

Add Response

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![Worcestershire county council logo]

Equality and Public Health Full Impact Assessment
Impact Assessment Id: #634

1.0   **Screening Information**

Project Name
Adult Social Care Strategy

Name of Project Sponsor
Faye Pemberton Crow

Name of Project Manager
Katie Stallard

Name of Project Lead
Katie Stallard

Please give a brief description of the project
This isn't a project as such however a strategy has been drafted to document our approach to Adult Social Care in Worcestershire. This strategy is central to the People Directorate and outlines the work in place and in development for adults in accordance with our statutory duties set out in the Care Act 2014. Shaping Worcestershire's Future is our five-year corporate plan for change. Our plan for Worcestershire sets our clear objectives to transform services, deliver better outcomes for individuals and achieve financial sustainability.

Data Protection screening result
Does not need a full impact assessment

Equality and Public Health screening result
Will require a full impact assessment

Environmental Sustainability screening result
Does not need a full impact assessment

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1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Our partnership work places us in a strong position to focus on the challenges presented to us. Councils across the country are still learning how to live with the longer term impact of the pandemic such as increased need and demand, a competitive recruitment market and the cost of living challenges. Acknowledging these difficulties, we need a new approach in Adult Social Care that shows we understand these challenges. A way that consolidates the learning over the recent years and builds on the relationships formed across our County. Our new approach will support all aspects of an individual's wellbeing to stay active and well regardless of their age, disability, or condition. This strategy is central to the People Directorate and outlines the work in place and in development for adults in accordance with our statutory duties set out in the Care Act 2014. Shaping Worcestershire's Future is our five-year corporate plan for change. Our plan for Worcestershire sets our clear objectives to transform services, deliver better outcomes for individuals and achieve financial sustainability.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

To draft a strategy and engage partners and the public to ensure its fit for purpose

Project Outcomes

Briefly summarise what the project will achieve.

Three key priorities -

* Right support, right place, right time - Offering care and support that is coordinated and enables individuals to live as they want to, being seen as a unique person with skills, strengths and goals. Enabling people to make informed choices to manage their health and wellbeing at a time and place that's right for them.

* Working in partnership with local people - Working together across Worcestershire to provide a holistic approach to the health and care needs of our community. People feel connected to their community and their feedback and experience is used to shape services and make changes.

* Future Focused - Understanding and responding to the many changes and opportunities that face social care, now and in the future. Working with people and our partners to maintain safe systems of care, making safeguarding personal by concentrating on improving people's lives.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Adult Social Care

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1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

January 2024

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

Yes

An overarching screening has already been carried out for the following areas:

Data Protection
Equality and Public Health
Environmental Sustainability

What was the conclusion?

Only Equality and Public Health required

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Herefordshire & Worcestershire STP
Worcestershire Acute Hospitals NHS Trust
Worcestershire Health and Care NHS Trust
Worcestershire County Council
Other - Health watch, VCSE Alliance, District Councils, LGA (Local Government Association)

Details of contributors to this assessment:

Name	Faye Pemberton Crowe
Job title	Assistant Director
Email address	fpemberton@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User
Carers
Staff
Communities
Other - Partners/providers

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3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

We have reviewed our JSNA's to know our demographic information alongside dashboards and data through our informatics team, we have engaged with our building together forum and partners to establish the needs.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Our areas of focus cannot be delivered in isolation, whilst acknowledging our duties set out in the Care Act 2014. Successful delivery of this strategy will only be achieved through collaborative working to provide a joined up approach for the residents of Worcestershire. In developing this strategy, we have shared our plans and ideas with many people and heard their thoughts and considerations. These have shaped our priority areas which we believe will have the greatest impact and improve outcomes for our residents. Over the last 6 months, we have talked to many people who have helped shape the new ASC strategy. People who have received our services and/or are carer's, have written the 'I' statements using their experience. We have shared the strategy with partners to ensure a collaborative approach and that we can all work together to achieve these outcomes.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

Due to the findings we have structured the strategy into three key areas which we believe will enhance the resilience of our local community whilst delivering our statutory duties.

The three key priorities are -
Right support, Right Place, Right Time
Working in partnership with local people
Future Focused.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale**. Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age
Potential positive impact selected.

Explanation of your reasoning:

We believe this strategy will help us to enable people to live their best lives and improve their health and wellbeing no matter their age. We are aware that people are living longer and their needs may become more complex as individuals age. Ensuring the right support at the right time will ensure those individuals have a more positive outcome with the changes we wish to make in Adult Social Care#.

This strategy will have a positive impact on anyone aged over 18 years by:

* Providing support, education and training to enable people to identify social isolation and loneliness and offer support as required through preventing and delaying the need for care
* Providing education and information to encourage and enable people to age healthy and well and to know how to access relevant information.
* Facilitating opportunities to improve the overall physical health of individuals from young adults into later life.
* Supporting people through Key life changes and events

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We know that people are living longer which puts increased pressure on services and Adult Social Care budgets which is why our strategy encourages people to stay physically active through both strength and balance components which in turn helps the reduction of falls and helps to ensure individuals remain living at home for longer and reducing the need for support, especially as they approach later life.

Disability

Potential positive impact selected.

Explanation of your reasoning:

Keeping active helps people stay independent and maintain their health and wellbeing. Physical activity that includes both strength and balance components help the reduction of falls, especially as we approach later life. Muscle weakness and poor balance in later life are the most common preventable risk factors for falls. Making small changes to our lifestyle in earlier life can affect the ability to self-care, to walk, to engage in leisure activities and to work . Therefore, it is important to enable people to maintain their level of physical activity and wellbeing to age well. Our aim through this strategy is to help increase independence and ensure a strengths based practice is embedded to reduce and delay the need for Adult Social Care.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

We know historically individuals going through gender reassignment are at higher / increased risk of discrimination. Although the strategy doesn't directly have an impact specifically in this area anyone undergoing gender reassignment who have Care Act eligible needs will be supported to have their needs met in the most preventative way.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for people in this area.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for people in this area.

Race including travelling communities

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

There is a potential impact on those who have historically, or currently have no fixed address such as some Gypsy, Roma and Traveller communities / families / individuals, are at higher risk of isolation than those not sharing this background. Studies show that acute loneliness and social isolation can significantly impact on wellbeing and quality of life. Being lonely has a significant and lasting negative effect on blood pressure. It is also associated with depression (either as a cause or as a consequence) and higher rates of mortality. Whilst this strategy doesn't affect service provision, the aim is to continue to carry on the good work already in place. For example - An established 'Tackling Loneliness Partnership Group' where over 35 organisations attend. - The creation of a 'Stay Connected Pledge', developed by the Partnership Group where partner organisations sign up to a set of key principles etc.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Although the strategy doesn't directly have an impact specifically in this area anyone who has certain beliefs who have Care Act eligible needs will be supported to have their needs met in the most preventative way that doesn't impact on their religion or beliefs..

Sex

Potential neutral impact selected.

Explanation of your reasoning:

Adult Social Care is for everyone with care act eligibility and those individuals who require information and support regardless of their sex.

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Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

Adult Social Care is for everyone with care act eligibility and those individuals who require information and support regardless of their sex orientation.

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5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

Working closely with Public Health to support all vulnerable and disadvantaged groups, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. In addition to information and guidance, we will maximise our efforts to identify people at risk of falling earlier. This will be implemented by our front door team and community reablement team in addition to our existing strength based assessments. We will work closely with our District Council and NHS Colleagues to reduce the barriers to access equipment and assistive technology, to ensure timely access. We will work closely with Housing colleagues and support the implementation of the Housing strategy to ensure that there is adequate housing stock to meet the evolving health needs of individuals as they age across Worcestershire. We will offer care and support that is coordinated and enables individuals to live as they want to, being seen as a unique person with skills, strengths and goals.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

We will provide high quality advice, guidance, and information which is easy to navigate, joined up and which enables people to maintain control and to exercise choice at whatever point they are in their lives. We will work towards an inclusive and fair culture by improving equality, equity and choice for Worcestershire residents. Working with our Equality, Diversity and Inclusion Lead , our Building Together Forum and other co-production Partnership Boards, we will review and enhance access to care and support to ensure an inclusive and fair culture for our Worcestershire residents which is personalised to their needs. We will work closely with our Public Health colleagues to analyse and further understand the needs of our people across Worcestershire and reduce inequalities through future commissioning of services.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Creating a sense of connection through inclusive communities and improving the quality of life of Worcestershire residents is an important part of the Adult Social Care strategy. Enabling inclusive spaces within the community to promote social connections. We will work with young people, their families and other involved services towards maximising their independence and quality of life as part of 'preparing for adulthood' and effective transitional safeguarding. Loneliness and social isolation can affect everyone. Older people are particularly vulnerable after the loss of friends and family, reduced mobility or limited income. We will work with our local communities to understand the diverse health and care needs of people and local communities, so care is joined-up, flexible and supports choice and continuity. It is estimated that among those aged over 65, between 5 and 16 per cent report loneliness and 12 per cent feel isolated. As the UK's population rapidly ages, the issue of acute loneliness and social isolation is one of the biggest challenges facing our society. Health issues arising from loneliness and isolation add pressure on statutory health and social care services. Through early intervention and prevention, we can improve people's quality of life, while limiting dependence on more costly services.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

We are committed to ensuring residents have access to services which are personalised, local and available when they need it. The number of adults (aged 18-64) requiring care is forecast to increase by 29% by 2038. For people over 65 years predictions are even higher at a 57% increase in people who may require care and support. Worcestershire has an adult population of 354,064. Our population is older than the national average with 1.39% of the adult population receiving support from Adult Services. The population is growing and more of us can expect to live longer which has an impact on physical health. We will embed an early intervention and prevention approach across our work to de-escalate and delay need, to enable individuals to access services when

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they really need them. Working closely with Public Health, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. Delivered by our Pathway 1 and Community Reablement Team, we will offer access to strengthening programmes following a period of inactivity to prevent deconditioning events. In addition we will signpost people to the Healthy Worcestershire Programme. We will utilise our communities' strengths, capacity, skills and resources to prevent, reduce and delay needs from arising.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

We will ensure that safety is a priority for everyone and have robust systems, processes and practices to safeguard people from abuse. Having preventative services and information in place will support to reduce isolation and loneliness which has an impact on individuals mental health and wellbeing. We will link with the prevention strategy to ensure consistency in our approach.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

Under Section 4 of the Care Act the Local Authority must establish, co-ordinate and maintain a service (or services) that provide accessible, up-to-date, accurate, comprehensive but proportionate advice and local information relating to Care and Support for people and support for carer's. Information and advice services enable people, carer's and families to take control of, and make well informed choices about their Care and Support and how they fund it. Not only does information and advice help to promote people's Wellbeing by increasing their ability to exercise choice and control, it is also a vital component of preventing or delaying people's need for Care and Support which the Local Authority must always consider as part of its statutory duties.

We want to provide residents with high quality advice, guidance and information to promote choice, control and independence where people are enabled to -
* Have confidence that the voice of carer's is equally heard and services are tailored as appropriate.
* Know that we are being listened to and services are developed and improved based on our feedback and experience.
* We want advice, guidance and information personalised to our needs which promotes our wellbeing.

We will relaunch our community directory which will offer a central location for accessing health and wellbeing information across the county. It will be aligned to the Health and Wellbeing Strategy, Prevention Strategy and the Information and Advice strategy which is being progressed and provides a strong preventative approach. Working together with our Building Together Forum and our Equality, Diversity and Inclusion Lead, we will ensure that our information, advice and guidance is accessible and inclusive.

6   Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7   When will you review this equality and public health estimate(EPHIA)?

The aim is the strategy is due to go live in January 2024 and we will monitor and review our progress against the strategy within 12 months so we will review this at the same time.

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8   Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation

- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others

- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8   Application Details

Last Updated Date Time

12/12/2023 13:31:37

Screening Submitted Date Time

13/11/2023 13:44:19

Last Reopened Date Time

12/12/2023 09:11:42

Full Impact Submitted Date Time

12/12/2023 09:15:09

Approved/Rejected Date Time

12/12/2023 13:31:37

Current User Dashboard Request Status

Complete

9.0   People with access to the original screening

Katie Stallard   (KStallard2@worcestershire.gov.uk)

9.1   People with access to this equality and public health assessment

Katie Stallard   (KStallard2@worcestershire.gov.uk)
Lauren Williams   (LWilliams1@worcestershire.gov.uk)
Lauren Williams   (LWilliams1@worcestershire.gov.uk)

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10 Direct Questions

Question:

Hello, I have emailed directly to share some queries. M

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 23/11/2023 16:36:03

Katie Stallard (KStallard2@worcestershire.gov.uk) has been asked this question.

Response:

Hello,

I have just emailed you directly with some feedback :)

Many thanks,
Lauren

Lauren Williams (LWilliams1@worcestershire.gov.uk) at 08/12/2023 12:10:08

Add Response

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DfE CONFIRMED FUNDING ARRANGEMENTS FOR 2024-25 – SUMMARY

1. PROVISIONAL DSG ALLOCATIONS 2023-24

1.1 **Table 1** confirms the DSG Current 2023-24 compared to the DSG Provisional Allocations for 2024-25 for 3 of the DSG Blocks – Schools, Central School Services and High Needs. This is the **gross** DSG prior to academy and high needs places recoupment.

Table 1:
DSG Current 2023-24 compared to the DSG Provisional Allocation 2024-25

Detail	DSG Current 2023-24 March 2022 £'m	DSG Indicative 2024-25 October 2023 £'m	Notes
SCHOOLS BLOCK			
Schools	403.723	424.328	A.
Pupil Growth Fund (PGF)	2.139	TBC	B.
TOTAL SCHOOLS BLOCK	**405.862**	**424.328**	
CENTRALLY SERVICES SCHOOLS BLOCK (CSSB)			
Central School Services	2.718	2.824	C.
Historic Commitments	0.614	0.492	D.
TOTAL CSSB	**3.332**	**3.315**	
HIGH NEEDS (HN) BLOCK			
Formulaic	85.964	89.607	E.
TOTAL	**85.964**	**89.607**	
TOTAL DSG SCHOOLS AND HIGH NEEDS	**495.158**	**517.250**	
Schools Block Guaranteed Units of Funding Per Pupil £			
Primary (PUF)	£4,751.58	£5,005.77	F.
Secondary (SUF)	£6,107.94	£6,428.44	F.

Notes on 2023-24 Provisional Allocations

A. This reflects the share of the NFF Year 7 on the parameters set out by the DfE (see below).

B. The PGF for 2024-25, to support basic need revenue costs, has yet to be confirmed as it requires the final October 2023 pupil census data. We expect confirmation of this amount in December 2023.

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C. Central School Services £2.824m for ongoing functions for Co-ordinated Admissions, Servicing of the Schools Forum, Retained Duties Former ESG and National Licenses and Subscriptions.

D. Ongoing Historic Commitments £0.492m for Early Intervention Family Support Service (EIFS). The DfE have started to unwind this funding for all LAs and have reduced all LAs allocations by a further 20% in 2024-25.

E. This 4.24% increase reflects Worcestershire share of the national additional funding for High Needs.

F. The new Primary and Secondary Units of Resource (PUF) and (SUF) reflecting the DfE NFF Year 7. These will be applied to the October 2023 pupil census to calculate the Schools Block DSG for 2024-25, to be notified as part of the School Funding Settlement 2024-25 later in December 2023.

Cabinet – 14 December 2023

**FAIR FUNDING CONSULTATION OUTCOMES 2024-25
WORCESTERSHIRE SCHOOLS FORUM (WSF) ISSUES, DECISIONS AND
RECOMMENDATIONS ON 21 JUNE 2023, 21 SEPTEMBER 2023, AND VIA
EMAIL ON 9 NOVEMBER 2023**

As the statutory consultation body for schools funding issues and local schools' formula development, the Worcestershire Schools Forum (WSF) met to receive and discuss the national Fair Funding Policy Direction and Local Issues as follows: -

- On 21 June 2023 for the overall outcomes of the Department for Education (DfE) policy direction for the National Funding Formula (NFF) and for consideration of potential local issues for 2024-25.
- On 21 September 2023 the changes and announced funding levels for the School Block DSG.
- On 9 November 2023 confirmation of the de-delegated and centrally retained services for 2024-25.

The main areas discussed are detailed in the following sections.

ISSUES CONSIDERED AT THE WORCESTERSHIRE SCHOOLS FORUM MEETINGS

The WSF considered and debated the Government's school funding and NFF policy announcements and draft communication to schools.

The WSF endorsed and approved: -
- The continuation of the existing local policy arrangements for 2023-24 into 2024-25 for the Local Schools Funding Formula (LSFF) to be based upon the DfE NFF parameters as far as is practicable and affordable.
- No transfer of Schools Block DSG into the High Needs Block DSG to support cost pressures.
- The continuation of the current arrangements for 2023-24 into 2024-25 for de-delegation for maintained mainstream schools and centrally retained services for all schools.

In doing this the WSF noted with Local Schools Funding Formula (LSFF) the need for stability so supported the continuation of a LSFF based upon the NFF parameters Year 7 and that school budget allocations will differ between 2023-24 and 2024-25 due to: -
- The MFG and capping calculation for 2024-25 having to be based upon the revised NFF parameters.
- Data not yet available from the October 2023 pupil census and other 2023 DfE data sets, including prior years, which must be used for the 2024-25 allocations.
- The final Schools Block Dedicated Schools Grant quantum for 2024-25, which will not be notified by the DfE until late December 2023.
- The need to continue to incorporate the mandatory DfE sector Minimum Funding Levels (MFLs) in the LSFF.

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1. Local Schools Funding Formula (LSFF)

The WSF further considered the issues for the LSFF for 2024-25 to continue to be based as far as is practicable and affordable on the DfE NFF Year 7 parameters.

The WSF noted: -
- The proposal by the DfE for mandatory Minimum Funding Levels (MFLs) in LAs LSFF.
- Despite the LSFF being based upon the DfE NFF there is still not enough resource in the school funding system to support significant demands and cost pressures.

The WSF further noted no contra indications had been received from schools and concluded overall that this gave credence to continuing with the DfEs NFF based model in 2024-25 for the LSFF.

The WSF **resolved to endorse** this approach for the LSFF in 2024-25 and for it to continue as far is affordable and practicable to using the DfE Year 7 NFF parameters using the DfE required data sets and formula factors as detailed in paragraph 34 of this report, noting the potential impact of this on individual school allocations discussed at its previous meetings.

In doing this the WSF **noted** the requirements of the NFF as the LSFF in 2024-25 as far as affordable and practicable including the effect of: -
- The actual schools block DSG allocated.
- The mandatory sector Minimum Funding Levels (MFLs) per pupil.
- The Minimum Funding Guarantee (MFG) of between +0.0% and +0.5% per pupil in each year.
- The potential need for a relevant cap per pupil yet to be determined for affordability purposes.

The WSF **further noted** the estimated LSFF NFF units of resource, and these may need to be reviewed together with the need for a capping % yet to be determined in January 2024, as required, to take account of: -
- October 2023 census data impact and requirements including use of estimated data for changes in school age ranges if required.
- Other DfE prescribed 2023 data changes including those from prior years.
- The final Schools Block Dedicated Schools Grant for 2024-25.
- Statutory requirements relating to the Minimum Funding Guarantee (MFG)/Capping and the School and Early Years Finance (England) Regulations.

As in previous years the WSF noted the LSFF model for 2024-25 will **not** include factors for:
- Looked After Children (LAC) – not part of the NFF and previous funded reflected in the previous increase in the separate LAC Pupil Premium Grant.

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- Higher Teacher Costs – only applies to London fringe Local Authorities.

2. Potential to Transfer Schools Block Funding to Support High Needs Budget Pressures

The WSF considered its statutory responsibility in deciding on the proposed transfer.

In line with the Schools Forum (England) Regulations 2012, the Worcestershire Schools Forum **resolved NOT to approve** any transfer of funding in 2024-25 from the Schools Block to support High Needs budget pressures.

3. Delegation and De-delegation of Centrally Retained Dedicated Schools Grant Services for Maintained Schools

The WSF considered its statutory responsibilities in making decisions on the delegation or de-delegation of services for maintained schools only currently centrally retained in the Dedicated Schools Grant.

In line with the Schools Forum (England) Regulations 2012, the WSF maintained school members by phase considered these areas. By phase these WSF members **resolved to approve** to either delegate or de-delegate these areas in 2024-25 as detailed in this report in paragraphs 37 to 39 together with the method of delegation or de-delegation proposed.

4. Centrally Retained Dedicated Schools Grant Services

The WSF also considered its statutory responsibilities in making decisions on other centrally retained services for all schools retained in the Dedicated Schools Grant.

In line with the Schools Forum (England) Regulations 2012, the WSF **resolved to approve** the continued central retention in 2024-25 of the centrally retained services as detailed either limited to the 2017-18 budget level or as prescribed by the DfE (indicative budgets are shown either limited to previous year levels or **estimated** funding subject to final clarification and change) as detailed in this report paragraph 40 for: -
- Copyright Licensing Agency (CLA) and Music Publishers Association (MPA) licences (subject to DfE prescription) – £0.903m **estimated**.
- Contributions to Combined Services – the Early Intervention Family Support (EIFS) service budget – £0.492m **actual** (reflecting the 2022-23 amount being reduced by a further 20% because of the DfE reduction to all LAs Central Services Schools Block DSG)**.**
- Co-ordinated admissions scheme – £0.60m **estimated**.
- Servicing of the Schools Forum – £0.06m **estimated**.
- Services previously funded by the retained rate of the Education Services Grant – £1.26m **estimated**.

5. Overall

In terms of all their deliberations and decisions above, the WSF **resolved** that these be communicated to the Worcestershire County Council Cabinet as required.

Project Screening
Impact Assessment Id: #630

1. Your Details

Name of person completing screening assessment
Lorna Robinson

Job Title
Visitor Economy Manager

Directorate
Economy & Infrastructure

Service Area
Economy

Email Address
lrobinson1@worcestershire.gov.uk

Connection to project (e.g. project manager)
Project Manager

2. Project Summary

For the purposes of the impact assessment screening, we will refer to the activity or area being assessed as a project.

Project Name
Visit Worcestershire - Destination Management Plan

Name of Project Sponsor
Susan Crow

Name of Project Manager
Lorna Robinson

Name of Project Lead
Lorna Robinson

Project Reference (if known)

Please give a brief description of the project
This is the new Destination Management Plan for the County which shapes the growth and ambitions of the tourism sector over the next five years. It is a partnership document which is linked to our official LVEP Status as a tourist board. It covers areas such as business growth, marketing, destination management & investment.

3. Data Protection

> **We need to establish if the proposal involves processing personal data. Personal data is information that relates to an identified or identifiable individual.**

Name of Information Asset Owner   Susan Crow
Senior officer responsible for the project's information assets

Does the project, any project work stream or project outcome involve any personal data? Some examples of   **Yes**
personal data are given below.
Appearance:
  photograph, physical description
Basic Identifiers:

name, date of birth, age, biometric data, ethnic origin, gender, genetic data, race, sex

Contact Details:

address, email address, home phone number, mobile phone number, postcode

ID Number:

National Insurance Number, driving licence number, NHS number, online identifier, other general identifier

Employment:

work related training/awards

Financial:

income/financial/tax situation

Lifestyle:

health or social care, living habits, marital status, philosophical beliefs, political opinions, religion, sex life, trade union membership

Technology:

login/username, device MAC address (wireless network interface), device IMEI number, IP Address, location data (travel/GDPS/GSM data), website cookies

Does the project, any project work stream or project outcome involve:

Evaluating or scoring individuals (including profiling and predicting)?   No
e.g. building behavioural or marketing profiles of individuals based on their web activity

Profiling, automated decision-making or special category data to help make decisions on access to a service, opportunity or benefit, or otherwise have a significant effect on an individual?   No
e.g. asking an individual to submit personal data that is then analysed by a computer system, with the result that the individual's request to use a service is either accepted or refused.

Systematic monitoring?   No
e.g. installing a CCTV or ANPR system on council premises, or any covert surveillance including anything under RIPA.

Processing of 'special category' personal data (or 'sensitive personal data')?   No
e.g. processing health or social care data.

Processing personal data on a large scale?   No
e.g. implementing a new social care record system.

Datasets that involve combining, comparing, or matching data from multiple sources? No
e.g. matching or merging service users' personal data against or with personal data held by a third party (e.g. the NHS).

The personal data of vulnerable people?   No
e.g. processing children's personal data or social service client's data.

The use or application of innovative technological or organisational solutions? No
e.g. using fingerprint recognition technology to control access to a building.

The transfer of personal data outside of the European Union? No
e.g. storing personal data in a cloud service hosted in the US or using a third party that uses technology hosted in the US.

Preventing individuals from exercising a right or using a service or contract?   No
e.g. screening applicants before allowing them to use a web service.

Processing personal data that could result in a risk of physical harm in the event of a security breach?   No

The use of third parties?   Yes
e.g. as a service provider or hosted service

Processing children's data for profiling, automated decision-making, any marketing purposes, or to offer any online services directly to them? Yes
e.g. apps designed for use by children

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4. Equality

We need to determine whether the project could affect residents and/or Council staff because they share any of the Protected Characteristics defined in the Equality Act 2010 namely Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy, Race, Religion/Belief, Sex and Sexual Orientation.

Does the project relate to an area where data/research indicates that inequalities are already known to exist?   No

Could this project have any effect on, service delivery or usage, other aspects of daily life or community participation levels for people because they belong to any of the groups below?

Age   No

e.g. a person belonging to a particular age group (for example 18 – 30-year olds).

Disability   No

e.g. A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Re-Assignment   No

e.g. The process of transitioning from one gender to another.

Marriage/Civil Partnership Status   No

e.g. Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy/Maternity   No

e.g. Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race   No

e.g. Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion or Belief   No

e.g. Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex   No

Sexual Orientation   No

e.g. Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Health Inequalities   No

e.g. Any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies.

As you answered 'No' to all the questions, please explain your reasoning below:

This is a Destination Management plan which maintains a strategic overview of tourism assets, and physical environments. While a key theme of the strategy is a 'warm welcome for all' and we have strands around access and inclusion - the document its self and the work that stems from it will not have a direct impact on residents under the equality act.

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5. Public Health

We also want to understand if the project will have any impacts on public health.

The social, economic, cultural and physical environment in which people live their lives has a significant effect on their health and wellbeing. Although genetics and personal behaviour play a strong part in determining an individual's health, good health starts where we live, where we work and learn, and where we play.

Improving public health requires taking a broader view of the conditions that create health and wellbeing, from how we plan and develop our urban spaces and places, to the opportunities for employment, recreation, and social connection available to all who live in them.

 Health inequalities are the preventable, unfair and unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental and economic conditions within societies, which determine the risk of people getting ill, their ability to prevent sickness, or opportunities to take action and access treatment when ill health occurs.

Could the project have an impact on any of the following factors?

Social and Economic   Yes

e.g. culture, social support (neighbourliness, social networks/isolation), spiritual participation, employment opportunities.

Physical Health   No

e.g. physical activity is expected to increase, influenza vaccination uptake increase

Mental Health & Wellbeing   No

e.g. benefits to children's mental health, benefits to adult carer wellbeing.

Access to Services   No

e.g. access to (location/disabled access/costs) and quality of primary/community/secondary health care, child care, social services, housing/leisure/social security services; public transport, policing, other health relevant public services, non-statutory agencies and services.

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5. Environmental Sustainability

We want to understand if the project activity and project outcomes will have an impact on environmental sustainability. Please be mindful that the Council has committed to reduce its emissions to net-zero by 2050 and most projects are likely to have an impact on this target. This should be a key consideration in your project delivery and should be reviewed when completing these screening documents.

Could this project have an impact on the categories listed below?

Greenhouse Gas (GHG) Emissions (including CO2)   No

e.g. increased GHG emissions as a result of project implementation, which may also be linked with efficient use of resources in WCC buildings; transport; emissions from waste; and procurement.

Efficient Use of Resources   No

e.g. consumption of energy resources, water, electricity, gas and heating fuels.

Transport   Yes

e.g. number of people travelling, alternative transport modes.

Waste   Yes

e.g. increase in waste generated or an increase in waste recycling.

Wildlife and Biodiversity   No

e.g. impacts on the natural environment or enhancements to the natural environment.
N.B. This refers to any direct or indirect modifications to landholdings, including but not limited to removal of vegetation, alteration or demolition of buildings or modification of watercourses or lighting (not limited to just green space/trees).

Pollution to Land or Water   No

e.g. risk of pollution to the local environment.

Pollution to Air   No

e.g. risk of pollution to air, activity which may adversely affect air quality or increase emissions to air

Resilience to climate change   No

e.g. risks of extreme weather and climate impacts on the project.

Historic Environment   No

e.g. impacts on Historic Environment or enhancements of the Historic Environment.

Procurement   No

e.g. could procurement associated with the project result in an increase of natural resources (such as long-distance shipping of goods); could use be made of local resources or work forces to support delivery of the project.

7. Results of Screening

Data Protection	Will require a full impact assessment
Equality and Public Health	Will require a full impact assessment
Environmental Sustainability	Will require a full impact assessment

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worcestershire
county council

Equality and Public Health Full Impact Assessment
Impact Assessment Id: #630

1.0   Screening Information

Project Name
Visit Worcestershire - Destination Management Plan

Name of Project Sponsor
Susan Crow

Name of Project Manager
Lorna Robinson

Name of Project Lead
Lorna Robinson

Please give a brief description of the project
This is the new Destination Management Plan for the County which shapes the growth and ambitions of the tourism sector over the next five years. It is a partnership document which is linked to our official LVEP Status as a tourist board. It covers areas such as business growth, marketing, destination management & investment.

Data Protection screening result
Will require a full impact assessment

Equality and Public Health screening result
Will require a full impact assessment

Environmental Sustainability screening result
Will require a full impact assessment

1.1   Background and Purpose

Background and Purpose of Project?
To support your answer to this question, you can upload a copy of the project's Business Case or similar document.
Visit Worcestershire plays an important role supporting the county's £939m tourism economy, ensuring the sector is ready for growth, while also supporting visitors & residents to enjoy our beautiful County. As we move forward as an official LVEP (recognised by Visit England) and to ensure we maximise growth potential in the sector over the next 5-10 years, a new Destination Management Plan was needed, to help steer and attract investment.

Consultation on the new Plan started in November 2022. Four workshops were held across the County to understand the views and perspectives of stakeholders & businesses. Participants included members of the Visit Worcestershire's Tourism Advisory Group, representatives from several departments within the District & County Councils, tourism businesses and
organisations from across the county who make up key stakeholders e.g. Canal and River Trust. In total 59 people engaged with the workshops from
39 different businesses and organisations.

The current document has been signed off by Visit England and local stakeholders and is seeking approval by Cabinet.

Upload Business Case or Support documents
☐ Cabinet Report - Visit Worcestershire Destination Management Plan.docx

Project Outputs
Briefly summarise the activities needed to achieve the project outcomes.
The document outlines a clear vision, with measurable objectives. It is focused on three clear delivery areas which the County Council (with its LVEP status) can work alongside businesses and partners to deliver.

The Vision for Worcestershire is:

We will work together to celebrate and champion Worcestershire's Billion Pound Visitor Economy.
We will ensure our visitor economy continues to thrive for the benefit of all those who visit, live and work here – now and for future

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generations.

We will make the most of our 2000-year heritage, our countryside with its hills, panoramic views and waterways and our unique food and drink offer, delivering memorable experiences to visitors from near and far. Those experiences will be delivered by vibrant, independent businesses firmly

rooted in Worcestershire and offering the warmest of welcomes."

The three interrelated objectives linked to delivering this vision are:

• Objective one: Developing the Worcestershire Experience with increased product and a focus on business support which puts our key themes of sustainability and access for all at the heart of what we do. Creating the right environment for sector growth.

• Objective two: Raising awareness about what is special and distinctive about tourism in Worcestershire encouraging visits from our target markets and attracting higher value staying visitors.

• Objective three: Ensuring our infrastructure is ready for growth and investment while delivering an outstanding welcome across all visitor touch points which will create a positive impression and result in positive advocacy for the county.

Project Outcomes

Briefly summarise what the project will achieve.

Ambitions targets have been set with a clear measure attached to each, to ensure we are achieving the growth expected over the next five years:

• Target One: Awareness, positive perceptions, and propensity to visit among target markets – 5% over baseline.
• Target Two: Satisfaction levels among visitors to Worcestershire – 5% over baseline.
• Target Three: Increase in visitor spend from all markets and types of visit – 10% above inflation.
• Target Four: Number of staying holiday visits from UK and international markets – 10% above baseline.
• Target Five: Support 400 businesses with 25 new tourism products to market.

This links to our overall ambition to pout Worcestershire on the map as a destination of choice, increasing the value of tourism in the County.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2	**Responsibility**

Directorate/Organisation

Economy & Infrastructure

Service Area

Economy

1.3	**Specifics**

Project Reference (if known)

Not Recorded

Intended Project Close Date *

November 2028

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1.4   Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2   Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council
Other - District Councils

Details of contributors to this assessment:

Name	Lorna Helen Robinson
Job title	Visitor Economy Manger
Email address	lrobinson1@worcestershire.gov.uk

3.0   Who will be affected by the development and implementation

Please identify group(s) involved:

Other - Tourism Businesses

3.1   Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

NA

3.2   Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Consultation on the new Plan started in November 2022. Four workshops were held across the County to understand the views and perspectives of stakeholders & businesses. Participants included members of the Visit Worcestershire's Tourism Advisory Group, representatives from several departments within the District & County Councils, tourism businesses and
organisations from across the county who make up key stakeholders e.g. Canal and River Trust. In total 59 people engaged with the workshops from
39 different businesses and organisations.

A second stage consultation was undertaken in June/July 23 to ensure the immerging findings and direction of travel were agreed by stakeholders.

Consultation on Equality and Public Health were not deemed necessary.

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3.3 Summary of relevant findings

Please summarise your relevant findings. *

NA

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale**. Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential neutral impact selected.

Explanation of your reasoning:

This is a tourism strategy, and while it has an overall ambition to increase prosperity for the county through growing the tourism sector (which may have secondary benefits) it does not have a direct impact on any protected characteristics. Visit Worcestershire aims to encourage businesses to be more accessible and welcoming to all visitors - but our work does not have a direct impact. That lies with the tourism sector, we can only guide and encourage.

The strategy uses inclusive imagery and access to all is a key theme in the document. We have 'accessibility business support' programmes in place as a pilot and we hope to inspire other businesses to change there mindsets when it comes to access and inclusion - encouraging positive action.

Disability

Potential neutral impact selected.

Explanation of your reasoning:

This is a tourism strategy, and while it has an overall ambition to increase prosperity for the county through growing the tourism sector (which may have secondary benefits) it does not have a direct impact on any protected characteristics. Visit Worcestershire aims to encourage businesses to be more accessible and welcoming to all visitors - but our work does not have a direct impact. That lies with the tourism sector, we can only guide and encourage.

The strategy uses inclusive imagery and access to all is a key theme in the document. We have 'accessibility business support' programmes in place as a pilot and we hope to inspire other businesses to change there mindsets when it comes to access and inclusion - encouraging positive action.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

As above.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

As above.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

As above.

Race including travelling communities

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Potential neutral impact selected.

Explanation of your reasoning:

> **As above.**

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

> As above.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

> As above.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

> As above.

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5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

This is a tourism strategy, and while it has an overall ambition to increase prosperity for the county through growing the tourism sector (which may have secondary benefits) it does not have a direct impact on any protected characteristics. Visit Worcestershire aims to encourage businesses to be more accessible and welcoming to all visitors - but our work does not have a direct impact. That lies with the tourism sector, we can only guide and encourage.

The strategy uses inclusive imagery and access to all is a key theme in the document. We have 'accessibility business support' programmes in place as a pilot and we hope to inspire other businesses to change there mindsets when it comes to access and inclusion - encouraging positive action.

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

As above.

Social and economic

Potential neutral impact selected.

Explanation of your reasoning:

As above.

Increased employment opportunists and supported employment opportunities.

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

As above.

Encourages residents to get out and enjoy the Worcestershire countryside.

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

As above.

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

As above.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

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7 When will you review this equality and public health estimate(EPHIA)?

When the document is refreshed in 2028.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation

- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others

- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

09/11/2023 11:18:06

Screening Submitted Date Time

09/11/2023 10:28:36

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

09/11/2023 11:18:06

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

9.0 People with access to the original screening

Lorna Robinson   (lrobinson1@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

Lorna Robinson   (lrobinson1@worcestershire.gov.uk)

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10 **Direct Questions**

No Questions Asked

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Environmental Sustainability Full Impact Assessment
Impact Assessment Id: #630

1.0   Screening Information

Project Name
Visit Worcestershire - Destination Management Plan

Name of Project Sponsor
Susan Crow

Name of Project Manager
Lorna Robinson

Name of Project Lead
Lorna Robinson

Please give a brief description of the project
This is the new Destination Management Plan for the County which shapes the growth and ambitions of the tourism sector over the next five years. It is a partnership document which is linked to our official LVEP Status as a tourist board. It covers areas such as business growth, marketing, destination management & investment.

Data Protection screening result
Will require a full impact assessment

Equality and Public Health screening result
Will require a full impact assessment

Environmental Sustainability screening result
Will require a full impact assessment

1.1   Background and Purpose

Background and Purpose of Project?
To support your answer to this question, you can upload a copy of the project's Business Case or similar document.
Visit Worcestershire plays an important role supporting the county's £939m tourism economy, ensuring the sector is ready for growth, while also supporting visitors & residents to enjoy our beautiful County. As we move forward as an official LVEP (recognised by Visit England) and to ensure we maximise growth potential in the sector over the next 5-10 years, a new Destination Management Plan was needed, to help steer and attract investment.

Consultation on the new Plan started in November 2022. Four workshops were held across the County to understand the views and perspectives of stakeholders & businesses. Participants included members of the Visit Worcestershire's Tourism Advisory Group, representatives from several departments within the District & County Councils, tourism businesses and
organisations from across the county who make up key stakeholders e.g. Canal and River Trust. In total 59 people engaged with the workshops from
39 different businesses and organisations.

The current document has been signed off by Visit England and local stakeholders and is seeking approval by Cabinet.

Upload Business Case or Support documents
☐ Cabinet Report - Visit Worcestershire Destination Management Plan.docx

Project Outputs
Briefly summarise the activities needed to achieve the project outcomes.
The document outlines a clear vision, with measurable objectives. It is focused on three clear delivery areas which the County Council (with its LVEP status) can work alongside businesses and partners to deliver.

The Vision for Worcestershire is:

We will work together to celebrate and champion Worcestershire's Billion Pound Visitor Economy.
We will ensure our visitor economy continues to thrive for the benefit of all those who visit, live and work here – now and for future

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generations.

We will make the most of our 2000-year heritage, our countryside with its hills, panoramic views and waterways and our unique food and drink offer, delivering memorable experiences to visitors from near and far. Those experiences will be delivered by vibrant, independent businesses firmly

rooted in Worcestershire and offering the warmest of welcomes."

The three interrelated objectives linked to delivering this vision are:

• Objective one: Developing the Worcestershire Experience with increased product and a focus on business support which puts our key themes of sustainability and access for all at the heart of what we do. Creating the right environment for sector growth.

• Objective two: Raising awareness about what is special and distinctive about tourism in Worcestershire encouraging visits from our target markets and attracting higher value staying visitors.

• Objective three: Ensuring our infrastructure is ready for growth and investment while delivering an outstanding welcome across all visitor touch points which will create a positive impression and result in positive advocacy for the county.

Project Outcomes

Briefly summarise what the project will achieve.

Ambitions targets have been set with a clear measure attached to each, to ensure we are achieving the growth expected over the next five years:

• Target One: Awareness, positive perceptions, and propensity to visit among target markets – 5% over baseline.
• Target Two: Satisfaction levels among visitors to Worcestershire – 5% over baseline.
• Target Three: Increase in visitor spend from all markets and types of visit – 10% above inflation.
• Target Four: Number of staying holiday visits from UK and international markets – 10% above baseline.
• Target Five: Support 400 businesses with 25 new tourism products to market.

This links to our overall ambition to pout Worcestershire on the map as a destination of choice, increasing the value of tourism in the County.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2   Responsibility

Directorate/Organisation

Economy & Infrastructure

Service Area

Economy

1.3   Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

November 2028

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1.4   **Project Part of a Strategic Programme**

Is this project part of a strategic programme?

No

2   **Greenhouse Gas Emissions**

Could the project result in an increase in GHG emissions (including CO2)?   Yes

Please be mindful that the Council has committed to reduce its GHG emissions to zero by 2050 and most projects are likely to have an impact on this target. This should be a key consideration in your project delivery and should be reviewed when completing the assessment.

Please explain your answer below:

If project outcomes are realised, there is likely to be an increase in emissions. As the theme of sustainability is one of the key objectives of the strategy , we need to ensure that the most sustainable and carbon neutral methods of delivery are utilised and promoted throughout the lifetime of the strategy. This is an embedded work practise that we are developing currently.

Have you undertaken an assessment of the project to know if there will likely be an increase in GHG emissions?   No

Please explain your answer below:

Not recorded

3   **Resources**

Will the project result in increased consumption of electricity, gas or other heating fuels?   Yes

e.g. project may require use of additional buildings, lighting and heating in buildings, additional ICT equipment, etc.

Please explain your answer below:

Successful implementation of the tourism strategy may lead to additional resources being required. This will be mitigated by a) educating businesses via our support programmes, b) targeting sustainable travel markets rather then mass tourism and c) ensuing the VW team act and manage the programmes in a resource efficient manor.

Will the project reduce energy needs and result in reduced consumption?   No

e.g. disposal of WCC property assets

Please explain your answer below:

Not recorded

Will the project require additional water resources leading to an increase in water consumption?   Yes

e.g. increased use of water through construction processes

Please explain your answer below:

Successful implementation of the tourism strategy may lead to additional resources being required. This will be mitigated by a) educating businesses via our support programmes, b) targeting sustainable travel markets rather then mass tourism and c) ensuing the VW team act and manage the programmes in a resource efficient manor.

Might there be a decrease in water consumption?   No

e.g. will the project involve water saving measures or initiatives

Will the project result in the use of other resources, materials or minerals?   Yes

e.g. use of natural resources such as wood; or use of aggregate minerals?

Please explain your answer below:

Successful implementation of the tourism strategy may lead to additional resources being required. This will be mitigated by a) educating businesses via our support programmes, b) targeting sustainable travel markets rather then mass tourism and c) ensuing the VW team act and manage the programmes in a resource efficient manor.

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4 Transport

Will the project result in more people needing to travel?   Yes

e.g. will there be additional cars on the road

Please explain your answer below:

If the strategy is successful, there may be more people wishing to travel to Worcestershire. But, encouraging more visitors isn't at the heart of the strategy, its about encouraging people to stay longer. Which is a more sustainable travel message.

We have strategic partnerships with GWR and WM Trains to actively encourage travel by rail but the document does highlight a 'final mile' issue where visitors can struggle to get around the County. The strategy will actively look to address this with active travel messages, while working with businesses to encourage incentives to those who travel by sustainable methods.

Have alternative transport modes been considered?   Yes

e.g. could use be made of public transport/walking/cycling etc.

Please explain your answer below:

As above.

5 Waste

Is there likely to be an increase in waste as a result of the project?   Yes

e.g. construction waste, packaging waste etc.

Please explain your answer below:

With an increase in tourism, there will likely be additional food waste. We have business support programmes in place to help businesses become more sustainable and some businesses have indicted that more guests may actually reduce the amount of food wasted. We also need to consider packaging, other consumables and disposables as these would increase as well. Again, we need to encourage relevant tourism providers to engage in sustainable methods of providing their offering and signposting towards local recycling facilities, and more sustainable choices, ensuring visitors are aware of the ethos of the county.

Sustainability and accessibility are at the heart of the document. Work streams to ensue waste is reduced is a key element to becoming a sustainable destination.

Have opportunities to prevent, minimise, reuse or recycle waste been identified and considered?   Yes

e.g. will recycling facilities be available as part of the project

Please explain your answer below:

As above.

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6   Wildlife and Biodiversity

Will there be any negative impacts on the natural environment?   Yes

e.g. will the project involve removal of green space/trees; have wildlife surveys been considered; result in enhancements to green infrastructure; increased biodiversity opportunities etc.?

Please explain your answer below:

There could be potential negative impacts on the natural environment, as visitors come and enjoy the area e.g. outdoor pursuits in our open countryside, Malvern Hills and Wyre Forest for example. This increased footfall could damage the landscape and impact biodiversity.

We already work closely with the Forestry Commission, Canal and River Trust and Malvern Hills AONB to ensure we only promote activities at appropriate times of year. e.g. not promoting the forest in Deer Rutting Season. We are also working with the Countryside Service and Public Rights of Way to actively promote under utilised areas of our countryside.

Has a preliminary ecological appraisal been undertaken?   No

Please explain your answer below:

Not recorded

Has there been consideration of statutory assessments?   No

e.g. Sustainability Appraisals, Strategic Environmental Assessments and Habitat Regulations Assessment Screening?

N.B. This is a matter of legal compliance - All plans and projects (including planning applications) which are not directly connected with, or necessary for, the conservation management of a habitat site, require consideration of whether the plan or project is likely to have significant effects on that site. This consideration – typically referred to as the 'Habitats Regulations Assessment screening' – should take into account the potential effects both of the plan/project itself and in combination with other plans or projects.

7   Pollution to land/air/water

Is there a risk of pollution to the local environment?   No

e.g.

- will there be surface water run-off or discharge into local water source?

- will there be any impact on local water quality?

- will any waste water require treatment?

- is there the potential for spillage of chemicals?

- is there the potential for emissions to air from combustion processes resulting in poor air quality?

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8   Resilience to climate risks

Could climate risks affect your project?   Yes

N.B. some projects may be more sensitive to future changes in the climate e.g. hotter and drier summers; milder and wetter winters; increased likelihood of extreme weather events. These climate risks may affect project delivery and should be considered at the early stages of project development.

Please explain your answer below:

Seasonal weather issues have an impact on tourism, and flooding or wet summers like we had this year for example do effect profitability. Our support programmes are there to help and to develop diverse income streams. This will become more important as our climate continues to fluctuate.

Has the impact of extreme weather events on the project been considered?   Yes

e.g. heat waves and flooding.

Please explain your answer below:

Seasonal weather issues have an impact on tourism, and flooding or wet summers like we had this year for example do effect profitability. Our support programmes are there to help and to develop diverse income streams.

Is there a business/project continuity plan in place to ensure climate risks are minimised?   No

e.g. can you ensure that the project is resilient to climate risks and can continue to deliver on outcomes.

Could the project exacerbate climate risks?   No

e.g. increase flood risk or worsen temperature extremes in the locality.

Will the project result in the use of other resources, materials or minerals?   Yes

e.g. use of natural resources such as wood; or use of aggregate minerals?

Please explain your answer below:

Successful implementation of the tourism strategy may lead to additional resources being required. This will be mitigated by a) educating businesses via our support programmes, b) targeting sustainable travel markets rather then mass tourism and c) ensuing the VW team act and manage the programmes in a resource efficient manor.

9   Historic Environment

Have you checked with the WCC Historic Environment team as to whether there are any impacts on the Historic Environment (negative or positive)?

   No

Check every development with the Historic Environment Team at the planning stage of each project. Further assessment may be required depending on the nature and scale of development. There may also be design options that would negate any need for further assessment (and lessen costs), or even opportunities to enhance heritage assets or their setting through the development.

Does the development have the potential to result in any impacts to the historic environment or opportunities for enhancement?

   No

If yes, then further assessment will be required. This could take the form of a watching brief during groundworks if the potential is clearly understood and relatively low, or a more comprehensive desk-based and/or field investigation prior to development.

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10 Procurement

Could any procurement associated with the project have a detrimental environmental impact?   No

e.g. procurement of goods from overseas that have to be shipped; use of unsustainable materials or materials that cannot be recycled at the end of their use?

Is there likely to be increased Greenhouse Gas emissions from products purchased for the project?   No

e.g. carbon emissions from transport and manufacturing

Will you be able to make use of sustainable products?   No

e.g. recycled, local, ethical etc.

Have you considered the Public Services (Social Value) Act 2012?   No

All major contracts let by the Council (those of more than £100,000 in total value) will be expected to deliver a meaningful contribution to our vision of Social Value in the county. The Act requires us to consider how the services we commission and procure might improve the economic, social and environmental well-being of the local area.
 – please see: Social Value

11 Declaration

I have confirmed that to the best of my knowledge that the information I have provided is true, complete and accurate

I have confirmed that I will make sure that Environmental Sustainability has been and continues to be considered throughout the project life cycle and should circumstances change in the project a further Environmental Sustainability Assessment Screening will be carried out.

12 Application Details

Last Updated Date Time
09/11/2023 16:04:12

Screening Submitted Date Time
09/11/2023 10:28:36

Last Reopened Date Time
09/11/2023 13:05:42

Full Impact Submitted Date Time
09/11/2023 16:04:12

Approved/Rejected Date Time
No Date Recorded

Current User Dashboard Request Status
Submitted

13.0 People with access to the original screening

Lorna Robinson   (lrobinson1@worcestershire.gov.uk)

13.1 People with access to this environmental sustainability assessment

Lorna Robinson   (lrobinson1@worcestershire.gov.uk)

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14   Direct Questions

Question:

Hi Lorna

Check through my comments and update as appropriate please so I can approve.

Section 2 - If project outcomes are realised, there is likely to be an increase in emissions partic;from Target 4 so answer yes to the 1st Q. As the theme of sustainability is one of the key objectives of the vision , you need to ensure that the most sustainable and carbon neutral methods of delivery are utilised and promoted throughout.

Section 3 - Again, Target 4 is likely to increase fuel water & other resources.

Section 4 - For final mile and local journeys it would be useful to include active transport (walking and cycle routes) to reduce vehicle movements.

Section 5- agree that food waste would be a large part of the increased waste, but also packaging, other consumables and disposables would increase. Again, encourage relevant tourism providers to engage in sustainable methods of providing their offering and signposting towards local recycling facilities, and more sustainable choices, ensuring visitors are aware of the ethos of the county.

Section 6-There could be potential to have negative impacts on the natural environment considering the reason why visitors may visit the area e.g. outdoor pursuits in our open countryside, Malvern Hill and Wyre Forest for example are locations that could suffer from increased footfall.

Again selling the ethos of sustainability to visitors is essential and encouraging tourism providers, facility and land owners to set out rules of engagement for their local areas so that biodiversity is not negatively impacted – could have offerings to improve the natural environment, rural courses, guided educational / information walks etc.

Section 8 – You've acknowledges the impacts of extreme weather may well affect tourism so can you update your response to the first Q to yes here.

If you need to talk anything through give me a call

Best Wishes, Anna

Asked by Anna Wardell-Hill (AWardellHill@worcestershire.gov.uk) at 09/11/2023 13:05:26

Lorna Robinson (lrobinson1@worcestershire.gov.uk) has been asked this question.

Currently Unanswered

Add Response

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![Worcestershire county council logo]

worcestershire
county council

Data Protection Full Assessment
Impact Assessment Id: #630

1.0   **Screening Information**

Project Name
Visit Worcestershire - Destination Management Plan

Name of Project Sponsor
Susan Crow

Name of Project Manager
Lorna Robinson

Name of Project Lead
Lorna Robinson

Please give a brief description of the project
This is the new Destination Management Plan for the County which shapes the growth and ambitions of the tourism sector over the next five years. It is a partnership document which is linked to our official LVEP Status as a tourist board. It covers areas such as business growth, marketing, destination management & investment.

Data Protection screening result
Will require a full impact assessment

Equality and Public Health screening result
Will require a full impact assessment

Environmental Sustainability screening result
Will require a full impact assessment

1.1   **Background and Purpose**

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.
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  ☐ Cabinet Report - Visit Worcestershire Destination Management Plan.docx

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generations.

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This links to our overall ambition to pout Worcestershire on the map as a destination of choice, increasing the value of tourism in the County.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

| 1.2 | **Responsibility** |

Directorate/Organisation

Economy & Infrastructure

Service Area

Economy

| 1.4 | **Specifics** |

Project Reference (if known)

Not Recorded

Intended Project Close Date *

November 2028

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1.5   Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2.0   Personal Data

Who are you processing data about?

Customers, clients or service users
Suppliers
Complainants, enquirers or their representatives

What personal data will be collected? *

The second stage is to list all of the types of personal data that you believe the project/works/additional processing will utilise.
Please select yes for as many examples of types of data that are relevant and include any others in the free text at the bottom of the page.

Basic Identifiers:

Name

Yes

Date of Birth

No

Age

No

Gender

No

Sex

No

Contact Details:

Address

Yes

Email Address

Yes

Home Phone Number

No

Mobile Phone Number

Yes

Postcode

Yes

ID Number:

National Insurance Number

No

Driving Licence/Number

No

NHS Number

No

Other General Identifier

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No

Employment:

Work Related Training/Awards

No

Financial:

Income/Financial/Tax Situation

No

Appearance:

Photograph

Yes

Physical Description

No

Lifestyle:

Living Habits

No

Marital Status

No

Technology:

Login/Username

Yes

Device MAC Address (Wireless Network Interface)

No

Device Mobile Phone/Device IMEI No

No

Location Data (Travel/GDPS/GSM Data)

No

Online Identifier e.g. IP Address

No

Website Cookies

No

Other Data Types Collected

Data only used for the processing of grants/business support purposes.

Images are only used for promotion of tourism assets and rarely include people - where they do, photo consent forms are used.

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2.1 Legal basis for Personal Data

What is your lawful basis for processing the personal data? *

Please choose one of the following

Data Subject's consent for the purpose
Yes

Necessary for a contract with the Data Subject
No

Necessary to comply with a legal obligation
No

Necessary to protect the vital interests of an individual(s)
No

Necessary for a task in the public interest or exercise of official authority of Controller
No

Necessary for legitimate interests of Controller unless interests are overridden by the interests or rights of the individual (only available in limited circumstances to public bodies)
No

2.2 Special Data

What special category personal data (if any) will be collected? *

This section will not apply to all projects and should only be completed if it applies to you.
It is important that you read this section carefully, as these data types require additional care and protection.
If you do pick anything from this list, you will be required to give more details in Section 4 of this form.
You can read more about Special Category Data through this link;
https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/lawful-basis-for-processing/special-category-data/

Race
No

Ethnic origin
No

Political opinions
No

Religion
No

Philosophical beliefs
No

Trade union membership
No

Genetic Data
No

Biometric Data
No

Sex life
No

Health or social care
No

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2.3 Legal basis for Special Data

What is the relevant condition for processing the special category personal data? *

You must qualify under one of the below exemptions as well as having a legal basis from the previous question.

Explicit Consent

The data subject has given explicit consent to the processing of those personal data for one or more specified purposes, except where Union or Member State law provide that the prohibition referred to in paragraph 1 may not be lifted by the data subject;
Not Recorded

Employment and Social Security

Processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and the interests of the data subject;
Not Recorded

Vital Interests

Processing is necessary to protect the vital interests of the data subject or of another natural person where the data subject is physically or legally incapable of giving consent;
Not Recorded

Legitimate Interests of:
"a foundation, association or any other not-for-profit body with a political, philosophical, religious or trade union aim".

Processing is carried out in the course of its legitimate activities with appropriate safeguards by a foundation, association or any other not-for-profit body with a political, philosophical, religious or trade union aim and on condition that the processing relates solely to the members or to former members of the body or to persons who have regular contact with it in connection with its purposes and that the personal data are not disclosed outside that body without the consent of the data subjects;
Note – this is not often applicable to local authorities.
Not Recorded

Publicly Available Data

Processing relates to personal data which are manifestly made public by the data subject;
Not Recorded

Legal or Court Proceedings

Processing is necessary for the establishment, exercise or defence of legal claims or whenever courts are acting in their judicial capacity;
Not Recorded

Public Interest - Statutory Necessity

Processing is necessary for reasons of substantial public interest, on the basis of Union or Member State law which shall be proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject;
Not Recorded

Medical, Health and Social Care Provision

Processing is necessary for the purposes of preventive or occupational medicine, for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or the management of health or social care systems and services on the basis of Union or Member State law or pursuant to contract with a health professional and subject to the conditions and safeguards referred to in paragraph 3;
Not Recorded

Public Health

Processing is necessary for reasons of public interest in the area of public health, such as protecting against serious cross-border threats to health or ensuring high standards of quality and safety of health care and of medicinal products or medical devices, on the basis of Union or Member State law which provides for suitable and specific measures to safeguard the rights and freedoms of the data subject, in particular professional secrecy;
Not Recorded

Archiving or Scientific, Historical or Statistical Research Purposes

Processing is necessary for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes in accordance with Article 89(1) based on Union or Member State law which shall be proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject.

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Not Recorded

2.4 Information Involved

Understanding the information flows involved in a project is essential to a proper assessment of privacy risks.

How will the data be collected? *

This section should be filled in for every project, not just those collecting Special Category data.
Linked to the strategy, there is a section on business support. For businesses to access support they will need to fill out an expression of interest form. This includes basic information such as name, business name, contact details and business concept/idea. It is a word document.

What will the data be used for? *

This section should be filled in for every project, not just those collecting Special Category data.
For the processing of the business support programme, to help make investment decisions.

Has data already been collected?

Yes

Are the purposes for which you are collecting the data different? *

If the data you are hoping to use was not collected specifically for this project, please explain in the box below why it was collected. This will include data that you have collected from other teams within WCC.
No, we already have a business support programme in place. This work is ongoing.

Explain why existing and/or less intrusive processes or measures would be inadequate *

In this section, you should explain why your new method/project is absolutely necessary and show that you have thought about all other options.
We already ask for the bare minimum required. But we do have to report back on a minimum amount of info for our funders.

3.0 Other organisations

Are other organisations involved in processing the data?

No

3.1 Storage detail

How will the information be stored? *

Please include details of whether data will be stored outside of the European Economic Area (EEA).
Please remember that cloud storage and back up servers maybe outside the EEA.
It is saved on the councils sysytem.

For how long will the data be retained? *

7 years.

What is the deletion process? *

We have an Information log which indicates when the data can be deleted.

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4   Consultation details

Consultation can be used at any stage of the DPIA process and is important to allow people to highlight privacy risks and solutions based on their own area of interest or expertise.
For further assitance and information please visit the consultation toolkit section on Ourspace.

Explain what practical steps you are going to take to ensure that you identify and address privacy risks *

Data risk assessment as part of wider Economic Development process.

Who should be consulted, internally and externally? Do you need to seek the views of members of the public? *

NA

How will you carry out the consultation? *

(You should link this to the relevant stages of your project management process)

NA

5   Risk register

At this stage you should identify the possible privacy risks together with their likelihood, severity and overall level, and for high risks the measures taken to reduce the risk.
Add any risk to the relevant sections below.

Fair and Lawful Processing

Data must be processed lawfully, fairly and in a transparent manner.
Please also consider

- Have you identified at least one lawful basis for the personal data processed as part of the project?

- Does at least one Controller involved have a lawful power to act?

- Do you need to create or amend a privacy notice?

- How is your processing going to be transparent?

Risk that processing is not transparent, and individuals are unaware that data is being collected or why it is processed

No Risk

Risk that information is being processed unlawfully

No Risk

Specific, explicit and legitimate purposes

The purpose for which you process personal data must be specified, explicit and legitimate. Personal data collected must not be processed in a manner that is incompatible with the purpose for which it was originally collected.
Please also consider

- Does your project plan cover all of the purposes for processing personal data? If not your plan needs amending accordingly.

- Are all elements of the processing compatible with the original reason and justification for the processing?

- What are these specific, explicit and legitimate purposes?

Risk of 'mission creep' and information is used for different, or incompatible purposes to that identified when originally collected

No Risk

Adequate, relevant and not excessive

Personal data processed must be adequate, relevant and not excessive in relation to the purpose for which it is processed.
Please also consider

- Is the quality of the information adequate for the purposes it is used?

- If not, how is this to be addressed?

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- Are measures in place to ensure that data is limited to that which is needed to fulfill the aim of the processing?

- Which personal data elements do not need to be included without compromising the needs of the project?

Risk of loss of control over the use of personal data

> No Risk

Risk that inadequate data quality means the information is not fit for the identified purpose(s) potentially leading to inaccurate decision making

> No Risk

Risk that any new surveillance methods may be an unjustified intrusion on individuals' privacy

> No Risk

Accurate and timely

Personal data processed must be accurate and, where necessary, kept up to date, and every reasonable step must be taken to ensure that personal data that is inaccurate is erased or rectified without delay.
Please also consider

- If you are procuring new software does it allow you to amend data when necessary?

- How are you ensuring that personal data obtained from individuals or other organisations is accurate?

- Do you have processes in place to keep data up to date?

- If any data sets are to be merged, what checks are carried out to ensure that the right data records are matched/merged together?

Any data matching or linking, including whole data sets may link wrong records together

> No Risk

Storage limitation

Personal data must be kept for no longer than is necessary for the purpose for which it is processed. Appropriate time limits must be established for the periodic review of the need for the continued storage of personal data.
Please also consider

- What are the risks associated with how long data is retained and how they might be mitigated?

- Has a review, retention and disposal (RRD) policy been established?

- How does the software enable you to easily act on retention criteria – does it enable bulk review/destruction; set review periods; extract for long-term preservation/retention of the corporate memory?

Risk information is retained for the wrong length of time (both too long and too short)

> **Unmitigated Risk**
> Likelihood - Unlikely
> Severity - Minimal Impact
> Score - Low
> **Mitigation/Solution**
> ensure staff are aware in handovers
> **Mitigated Risk**
> No Risk
> **Result**
> Reduced

Risk information is not securely destroyed when its retention period has been reached

> No Risk

Security

Personal data must be processed in a manner that ensures appropriate security of the personal data, using appropriate technical or organisational measures (and, in this principle, "appropriate security" includes protection against unauthorised or unlawful processing and against accidental loss, destruction or damage).
Please also consider

- What technical and organisational measures are in place to ensure that the data is protected to an adequate level?

- What training on data protection and/or information sharing has been undertaken by relevant staff?

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- What access controls are in place to enforce the 'need to know' principle?

- What assurance frameworks are utilised to assess adequacy of security measures in place e.g. NHS DSPT; Cyber Essentials Plus; PSN Certification?

Risk of loss of confidentiality

No Risk

Risk of inadequate security controls in place to protect and secure personal data, including inappropriate access

No Risk

Risk that workers processing the data are not aware of their data responsibilities

No Risk

Risk that information is distributed using inappropriate methods

No Risk

Risk of re-identification of pseudonymized or anonymised data (e.g. collecting matching and linking identifiers and information may result in information that is no longer safely anonymised)

No Risk

Risk that information is transferred to a 'third country' without adequate safeguards

No Risk

Financial and reputational

Risk of identity theft or fraud

No Risk

Risk of financial loss for individuals or other third parties

No Risk

Risk of financial loss for the Council (including ICO fines)

No Risk

Risk of reputational damage to the Council, partners, and processors

No Risk

Health, safety and wellbeing

Risk of physical harm to individuals

No Risk

Risk of physical harm to staff and workers

No Risk

Risk of discrimination

No Risk

Risk of other significant economic or social disadvantage

No Risk

Individuals Rights

Data protection legislation gives data subjects' various rights (listed below). Limiting or restricting any of these rights is likely to be a significant impact so the justification for any restriction, as well as mitigations, must be fully outlined.

Inability to meet individuals' right to be informed

No Risk

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Inability to meet individuals' right of access

> No Risk

Inability to meet individuals' right to rectify inaccurate data

> No Risk

Inability to meet individuals' right to erase data

> No Risk

Inability to meet individuals' right to restrict processing

> No Risk

Inability to meet individuals' right to data portability

> No Risk

Inability to meet individuals' rights relating to automated decision making and profiling

> No Risk

Additional project specific risks

No additional risks recorded

6   Declaration

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate *
Selected

I confirm that I will make sure that data protection has been and continues to be considered throughout the project life cycle and should circumstances change in the project to include any processing of personal data a further Data Protection Impact Assessment Screening will be carried out *
Selected

7   Application Details

Last Updated Date Time

09/11/2023 10:50:03

Screening Submitted Date Time

09/11/2023 10:28:36

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

09/11/2023 10:50:03

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

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8.0   **People with access to the original screening**

Lorna Robinson   (lrobinson1@worcestershire.gov.uk)

8.1   **People with access to this data protection assessment**

Lorna Robinson   (lrobinson1@worcestershire.gov.uk)

9   **Direct Questions**

No Questions Asked

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