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Date: Wednesday, 03 December 2014

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Dear Member

**COUNCIL - THURSDAY, 4 DECEMBER 2014**

I am now able to enclose, for consideration at the Thursday, 4 December 2014 meeting of the Council, the following reports that were unavailable when the agenda was printed.

<b>Agenda No</b>	<b>Item</b>	<b>Page</b>
13.	<b>Council Tax Base</b>	(Pages 176 - 181)
18.	<b>Appointment of Director of Public Health Appendix 3 Equality Impact Assessment</b>	(Pages 182 - 189)

Yours sincerely

June Gurry  
Clerk

# Agenda Item 13



**Meeting:** Council

**Date:** 4th December 2014

**Wards Affected:** All Wards

**Report Title:** Council Tax Base 2015/16

**Is the decision a key decision?** Yes

**When does the decision need to be implemented?**

**Executive Lead Contact Details:** Mayor, 01803 207001, [mayor@torbay.gov.uk](mailto:mayor@torbay.gov.uk)

**Supporting Officer Contact Details:** Martin Phillips, 01803 207285,  
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## 1. Purpose and Introduction

- 1.1 The Council is required to determine its Tax Base for Council Tax purposes for 2015/16 during the period 1 December 2014 to 31 January 2015 and the level of Council Tax subsequently set must use this base figure. A Tax Base calculation is provided in Appendix 1 for an appropriate decision to be made.
- 1.2 The Council, as a billing authority, is required to calculate a separate Tax Base for the Brixham Town Council area. A Tax Base calculation for the area is provided in Appendix 2 for an appropriate decision to be made.

## 2. Proposed Decision

- 2.1 That the calculation of the Council Tax Base for the year 2015/16 be approved as shown in Appendix 1 to the submitted report.
- 2.2 That the calculation of the Brixham Town Council Tax Base for the year 2015/16 be approved as shown in Appendix 2 to the submitted report.
- 2.3 That, in accordance with the Local Authorities (Calculation of Tax base) (England) Regulations 2012, the amount calculated by Torbay Council as its Council Tax base for the year 2015/16 should be 42,370.75. (Dependant on approval of 2.1).
- 2.4 That, in accordance with the Local Authorities (Calculation of Tax base) (England) Regulations 2012, the amount calculated by Torbay Council as the Council Tax base for Brixham Town Council for the year 2015/16 should be 5,719.39. (Dependant on approval of 2.2).

### **3. Reason for Decision**

- 3.1 The calculation of the Council Tax Base for both Torbay and Brixham Town Council is a statutory requirement in the budget setting process.

For more detailed information on this proposal please refer to the supporting information.

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## **Supporting Information**

### **4. Position**

#### **A1. Taxbase**

- A1.1 The Council is required by the 31<sup>st</sup> January to establish a base figure for the purpose of setting the level of Council Tax each year – the “Tax Base”. The calculation of this figure is prescribed by the Local Authorities (Calculation of Tax Base) (England) Regulations 2012.
- A1.2 The Regulations require this calculation to be made between 1<sup>st</sup> December 2014 and 31<sup>st</sup> January 2015 and for this figure to be notified to precepting authorities by the 31<sup>st</sup> January 2015. For the year commencing 1<sup>st</sup> April 2015 these will be the major precepting authorities of Police and Crime Commissioner for Devon and Cornwall, Devon and Somerset Fire and Rescue Authority and as a local precepting authority, Brixham Town Council.
- A1.3 Torbay Council, together with Police and Crime Commissioner for Devon and Cornwall, Devon and Somerset Fire and Rescue Authority and Brixham Town Council are required to use the tax base calculated by Torbay Council, as the billing authority, to determine their basic amounts of Council Tax for 2015/16.
- A1.4 The calculation of the tax base is prescribed by statute. It reflects the aggregate of the “relevant amounts” for each valuation band (including the impact from Council Tax Support Scheme) multiplied by the anticipated collection rate for the year. The calculation for the Council’s tax base is shown in Appendix 1 and the calculation for Brixham Town Council is shown in Appendix 2.
- A1.5 The calculation of the relevant amount begins with the actual number of dwellings on the “relevant date”. For 2015/16 this is the 30<sup>th</sup> November 2014 and this is the date that must be used. This number is adjusted to make allowance for estimated variations to the list in the course of the year and for the impact of allowed discounts to certain classes of dwellings.
- A1.6 The impact of the Council Tax Support Scheme including the impact of the exceptional hardship scheme, which is linked to claimants, is converted to an equivalent number of dwellings per band by dividing the estimated cost per band of the reductions divided by the estimated Council Tax for that band.

- A1.7 These are then converted into Band “D” equivalents to produce the “relevant” amounts prescribed by the Regulations.
- A1.8 The billing authority then estimates its Council Tax Collection Rate, which is the percentage of 2015/16 Council Tax demands which it predicts will be paid into the Collection Fund during 2015/16. The Collection rate estimated for 2015/16 is 96.0% and this is reflected in the Tax Base calculation.
- A1.9 The calculated Council's tax base for 2015/16 of 42,370.75 compares with the 2014/15 tax base of 41,713.28 a 1.6% increase. This increase reflects the growth in the number of properties, which may be either new build or older properties, adapted and brought back in to use offset by the number of dwellings subject to an exemption, discount or a reduction and the impact of the Council Tax Support Scheme.
- A1.10 To calculate the council tax due to Brixham Town Council a Tax Base must be determined by Torbay Council, as the billing authority. The tax base for Brixham Town Council is and the calculation is shown in Appendix 2.
- A1.11 The calculated Brixham Town Council's tax base for 2015/16 of 5,719.39 compares with the 2014/15 tax base of 5,633.38 a 1.5% increase.

## **A2 Technical Adjustments**

- A2.1 Within the Taxbase calculation there are a number of exemptions and discounts for certain categories of dwellings. Some of these are set by central government and some the Council has discretion over. There are no new options available for discretionary technical adjustments and therefore no changes are proposed.

## **A3 Estimation of Collection Fund Surplus/Deficit (Council Tax & NNDR)**

- A3.1 An estimate is to be made as of the surplus or deficit on the Council Tax part of the Collection Fund at year end from under or over achieving the estimated collection rate. As the Council sets a collection rate within its tax base equivalent to the amount collected in the 12 months of the next financial year, any surplus primarily represents the collection of sums due in respect of previous years. This indicates a level of success in collecting old year debts and raises the overall, longer term, collection rate to above the in year rate of 96.0%. The total value of Council Tax collected is also affected by changes in the number of dwellings, level and mix of discounts and exemptions and changes in the number of claimants for Local Council Tax Support.
- A3.2 The amount of any surplus or deficit which a billing authority, like Torbay, estimates on its collection fund at the end of the current year is to be shared and is taken into account by both the billing authorities and Major Precepting Authorities in calculating basic amounts of Council Tax for the subsequent year. As a local precepting authority, as defined in the Local Government Finance Act 2012, Brixham Town Council will not be entitled to a share of any surplus or deficit on the Collection fund.
- A3.3 An estimate is to be made as of the surplus or deficit on the NNDR part of the Collection Fund at year end from under or over achieving the estimated collection rate, in addition to the any changes in the actual NNDR raised compared to the

estimated levels of NNDR as detailed in the NNDR1 return set in the January prior to the start of the financial year.

- A3.4 The amount of any surplus or deficit which a billing authority, like Torbay, estimates on the NNDR part of its collection fund at the end of the current year is to be shared by both the billing authorities and Major Precepting Authorities. 49% of this falls to Torbay Council, 1% to Devon and Somerset Fire and Rescue Authority and 50% to Central Government.
- A3.5 In December 2013 Council approved that the “approval of the estimated distribution on the Collection Fund for both Council Tax and Non Domestic Rates for the next financial year and following years is delegated to the Chief Finance Officer and subsequently distributed to Members as part of the budget”.

## **5. Possibilities and Options**

- 5.1 None – calculation of taxbase is based on statute.

## **6. Fair Decision Making**

- 6.1 Not applicable

## **7. Public Services (Social Value) Act 2012**

- 7.1 Not applicable

## **8. Risks**

- 8.1 If taxbase not approved by end of January 2015 then the Council is unable to set a budget and this will impact on other precepting bodies.

## **8.1 Appendices**

Appendix 1            The calculation of Torbay Council Tax Base 2015/16

Appendix 2            The calculation of Brixham Town Council Tax Base 2015/16

**CALCULATION OF COUNCIL TAXBASE - 2015/16**

**Appendix 1**

30th November 2014 - "Relevant date"

<b>TORBAY COUNCIL</b>			<b>TAX BASE CALCULATION</b>							<b>2015/2016</b>		
			<b>BAND A</b>	<b>BAND A</b>	<b>BAND B</b>	<b>BAND C</b>	<b>BAND D</b>	<b>BAND E</b>	<b>BAND F</b>	<b>BAND G</b>	<b>BAND H</b>	<b>TOTAL</b>
Number of dwellings in valuation list	<b>30/11/2014</b>		with disabled relief 0	13,384	17,376	16,405	9,973	4,991	2,312	1,214	134	65,789
Number of exempt dwellings :			0	(348)	(274)	(283)	(136)	(82)	(32)	(18)	(1)	(1,174)
Reductions to lower band due to disabled relief :			0	(14)	(66)	(94)	(72)	(67)	(39)	(41)	(27)	(420)
Additions to band due to disabled relief :			14	66	94	72	67	39	41	27	0	420
<b>(H) CHARGEABLE DWELLINGS FOR BAND</b>			<b>14.00</b>	<b>13,088.00</b>	<b>17,130.00</b>	<b>16,100.00</b>	<b>9,832.00</b>	<b>4,881.00</b>	<b>2,282.00</b>	<b>1,182.00</b>	<b>106.00</b>	<b>64,615.00</b>
Total "appropriate %" discounts	Single - 25%	25%	2.00	2,074.75	1,704.50	1,291.75	664.50	265.25	111.25	53.00	3.00	6,170.00
	Disregard - 25%	25%	-	11.75	33.75	37.00	19.75	11.50	4.75	1.50	0.25	120.25
Total "appropriate %" discounts	Disregard - 50%	50%	-	24.50	3.50	7.00	3.00	9.00	18.50	20.50	4.50	90.50
Total "appropriate %" discounts	Second Homes	0%	-	-	-	-	-	-	-	-	-	-
	Class CU (Less than 1 month)	100%	-	57.00	34.00	16.00	10.00	1.00	3.00	-	-	121.00
<b>(Q) Total Discounts</b>			<b>2.00</b>	<b>2,168.00</b>	<b>1,775.75</b>	<b>1,351.75</b>	<b>697.25</b>	<b>286.75</b>	<b>137.50</b>	<b>75.00</b>	<b>7.75</b>	<b>6,501.75</b>
<b>(E) Long Term Empty Premium</b>	Premium	50%	-	78.00	29.50	16.00	12.00	8.00	2.00	2.50	-	148.00
Estimated number of dwellings not listed but which will be listed in the band for the whole or any part of financial year	<b>2015/2016</b>		0	0	0	0	150	0	0	0	0	150
Estimated number of reductions to lower band due to successful appeals :			0	0	0	0	0	0	0	0	0	0
Estimated number of additions to lower band due to successful appeals :			0	0	0	0	0	0	0	0	0	0
<b>(J) Total Adjustments</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>150.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>150.00</b>
<b>(Z) Local Council Tax Scheme Reductions</b>			<b>0.00</b>	<b>3,686.07</b>	<b>3,496.15</b>	<b>2,176.87</b>	<b>839.14</b>	<b>231.80</b>	<b>71.07</b>	<b>13.56</b>	<b>0.00</b>	<b>10,514.66</b>
<b>TOTAL DWELLINGS</b>			<b>12.00</b>	<b>7,311.93</b>	<b>11,887.60</b>	<b>12,587.38</b>	<b>8,457.61</b>	<b>4,370.45</b>	<b>2,075.43</b>	<b>1,095.94</b>	<b>98.25</b>	<b>47,896.59</b>
<b>(F) Ratio to Band D</b>			$\frac{5}{9}$	$\frac{6}{9}$	$\frac{7}{9}$	$\frac{8}{9}$	$\frac{9}{9}$	$\frac{11}{9}$	$\frac{13}{9}$	$\frac{15}{9}$	$\frac{18}{9}$	
<b>(A) RELEVANT AMOUNTS' for 2015/2016</b>		((H-Q+E+J)-Z) x (F divided by G) Base) (England) Regulations 2012]	<b>6.70</b>	<b>4,874.60</b>	<b>9,245.90</b>	<b>11,188.80</b>	<b>8,457.60</b>	<b>5,341.70</b>	<b>2,997.80</b>	<b>1,826.60</b>	<b>196.50</b>	<b>44,136.20</b>
<b>(B) COLLECTION RATE</b>												<b>96.0%</b>
<b>TAX BASE - (A) x (B)</b>		Base) (England) Regulations 2012]										<b>42,370.75</b>

CALCULATION OF COUNCIL TAXBASE - 2015/16

Appendix 2

30th November 2014 - "Relevant date"

Page 181

Brixham Town Council			TAX BASE CALCULATION								2015/2016	
			BAND A <small>with disabled relief</small>	BAND A	BAND B	BAND C	BAND D	BAND E	BAND F	BAND G	BAND H	TOTAL
Number of dwellings in valuation list		30/11/14	0	1,404	2,249	2,462	1,546	650	322	91	7	8,731
Number of exempt dwellings :			0	(28)	(38)	(36)	(19)	(9)	(5)	0	0	(135)
Reductions to lower band due to disabled relief :			0	(9)	(8)	(11)	(8)	(11)	(13)	(1)	(3)	(64)
Additions to band due to disabled relief :			9	8	11	8	11	13	1	3	0	64
<b>(H) CHARGEABLE DWELLINGS FOR BAND</b>			<b>9.00</b>	<b>1,375.00</b>	<b>2,214.00</b>	<b>2,423.00</b>	<b>1,530.00</b>	<b>643.00</b>	<b>305.00</b>	<b>93.00</b>	<b>4.00</b>	<b>8,596.00</b>
Total "appropriate %" discounts	Single - 25%	25%	1.75	208.00	203.75	189.25	93.50	30.75	14.75	5.25	-	747.00
	Disregard - 25%	25%	-	1.50	3.50	4.00	2.50	1.50	1.50	-	-	14.50
Total "appropriate %" discounts	Disregard - 50%	50%	-	-	0.50	1.00	-	1.50	0.50	1.50	0.50	5.50
Total "appropriate %" discounts	Second Homes	0%	-	-	-	-	-	-	-	-	-	-
	Class CU (Less than 1 month)	100%	-	7.00	2.00	4.00	1.00	-	1.00	-	-	15.00
<b>(Q) Total Discounts</b>			<b>1.75</b>	<b>216.50</b>	<b>209.75</b>	<b>198.25</b>	<b>97.00</b>	<b>33.75</b>	<b>17.75</b>	<b>6.75</b>	<b>0.50</b>	<b>782.00</b>
<b>(E) Long Term Empty Premium</b>	Premium	50%	-	5.00	5.50	1.00	2.00	-	-	-	-	13.50
Estimated number of dwellings not listed but which will be listed in the band for the whole or any part of financial year		2015/2016	0	0	0	0	0	0	0	0	0	0
Estimated number of reductions to lower band due to successful appeals :			0	0	0	0	0	0	0	0	0	0
Estimated number of additions to lower band due to successful appeals :			0	0	0	0	0	0	0	0	0	0
<b>(J) Total Adjustments</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>(Z) Local Council Tax Scheme Reductions</b>			<b>0.00</b>	<b>399.39</b>	<b>460.35</b>	<b>339.24</b>	<b>120.45</b>	<b>39.30</b>	<b>10.05</b>	<b>0.02</b>	<b>0.00</b>	<b>1,368.79</b>
<b>TOTAL DWELLINGS</b>			<b>7.25</b>	<b>764.11</b>	<b>1,549.40</b>	<b>1,886.51</b>	<b>1,314.55</b>	<b>569.95</b>	<b>277.20</b>	<b>86.23</b>	<b>3.50</b>	<b>6,458.71</b>
<b>(F) Ratio to Band D</b>			<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>11</b>	<b>13</b>	<b>15</b>	<b>18</b>	
<b>(G) Ratio to Band D</b>			<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	
<b>(A) RELEVANT AMOUNTS' for 2015/2016</b>	((H-Q+E+J)-Z) x (F divided by G) Base (England) Regulations 2012]		<b>4.00</b>	<b>509.40</b>	<b>1,205.10</b>	<b>1,676.90</b>	<b>1,314.60</b>	<b>696.60</b>	<b>400.40</b>	<b>143.70</b>	<b>7.00</b>	<b>5,957.70</b>
<b>(B) COLLECTION RATE</b>												<b>96.0%</b>
<b>TAX BASE - (A) x (B)</b>	Base (England) Regulations 2012]											<b>5,719.39</b>

## Equality Impact Assessment (EIA):

<b>Name of Report/Proposal/Strategy:</b>	Proposal for the appointment of Director of Public Health		
<b>Name (Key Officer/Author):</b>	Julia Baldie	<b>Business Unit:</b>	Human Resources
<b>Position:</b>	HR Advisor	<b>Tel:</b>	01803 207374
<b>Date:</b>	26 <sup>th</sup> November 2014	<b>Email:</b>	<a href="mailto:Julia.baldie@torbay.gov.uk">Julia.baldie@torbay.gov.uk</a>

Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Page 18

### Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	<b>Does this report relate to a key decision?</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
2)	<b>Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:</b>		
	• <b>The Community (including specific impacts upon the vulnerable or equality groups)</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	• <b>Our Partners</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	• <b>The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision)</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>



**Section 1: Purpose of the proposal/strategy/decision**

No	Question	Details
1.	<b>Clearly set out the purpose of the proposal</b>	<p>Under the Health and Social Care Act 2012 Torbay Council has a statutory responsibility for Public Health and must have a Director of Public Health. Following a number of proposals, it is recommended that a joint appointment is made by Torbay Council and CCG for the post of Director of Public Health as the preferred model for future service delivery.</p> <p>It is proposed that a full external recruitment process be carried out to recruit to this post.</p>
2.	<b>Who is intended to benefit / who will be affected?</b>	<p>Torbay's Public Health team commission public health services for the Torbay population from a number of local providers, including South Devon Healthcare NHS Foundation Trust (Torbay Hospital) and Torbay and Southern Devon Health and Care NHS Trust (Care Trust). They also provide public health support and expertise to the South Devon and Torbay Clinical Commissioning Group (CCG), who commission the majority of health treatment services locally as part of their statutory responsibilities.</p>
3.	<b>What is the intended outcome?</b>	<p>The proposal will support the commissioning of healthcare treatment services for the local community and will provide focus to the Clinical Commissioning Group ensuring an enhanced contribution to the wider health and wellbeing agenda.</p>

Page 183

## Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

### Evidence, consultation and engagement

No	Question	Details
4.	Have you considered the available evidence?	<p>In 2012, responsibility for public health transferred to Local Authorities following national evidence that this would better address the wider circumstances that impact on the health and wellbeing of local populations.</p> <p>Torbay Council has influence over the services and conditions that cause the underlying inequalities in society such as education, housing, the economy and the environment. Inequalities in these wider determinants lead both directly and indirectly to poorer health and lifestyle behaviours. It is anticipated that services will be supported and strengthened by the proposed option.</p>
5.	How have you consulted on the proposal?	<p>Stakeholder consultation has been carried out with input from: South Devon Healthcare NHS Foundation Trust, Torbay and Southern Devon Health and Care Trust, South Devon and Torbay Clinical Commissioning Group (CCG), Public Health England, Devon County Council, across Directorates within Torbay Council (e.g. Adults, Children, Place, Community Safety and Public Health), Gordon Oliver, Elected Mayor of Torbay, Chris Lewis, Chair of the Torbay's Health and Wellbeing Board and David Taylor, Chair of Torbay's Local Safeguarding Children Board.</p> <p>Due to the fact that the Council will maintain all responsibility for its statutory function of Public Health, public consultation has not been carried out.</p>
6.	Outline the key findings	<p>In total 8 different options have been explored with the above mentioned stakeholders. The options have explored different employment models for a Director of Public Health, including a range of shared</p>

No	Question	Details
		arrangements with another Local Authority, maintaining a single Torbay DPH, and the preferred model to share the appointment with the CCG. Consultation regarding shared arrangements with another Local Authority was rejected by the key stakeholders who felt that a local arrangement would better suit the needs of Torbay's local population. Equally, stakeholders felt that joining a larger local authority may negatively impact on the innovative and nationally recognised work that is already being undertaken locally.
7.	<b>What amendments may be required as a result of the consultation?</b>	The consultation process helped determine that a shared role is the preferred employment model.

## Positive and negative equality impacts

No	Question	Details		
8.	<b>Identify the potential positive and negative impacts on specific groups</b>	The proposal is for a joint appointment for Director of Public Health with the CCG. The services that are being delivered by the Director of Public Health remain as currently, but with a more formalised link to the CCG. It is anticipated that this will provide a positive impact on the wider determinants of health for the whole local population.		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally	Wider positive impact on the determinants of health	None	None
	Older or younger people	Wider positive impact on the determinants of health	None	None
	People with caring responsibilities	Wider positive impact on the determinants of health	None	None
	People with a disability	Wider positive impact on the determinants of health	None	None
	Women or men	Wider positive impact on the determinants of health	None	None
	People who are black or from a minority ethnic background (BME)	Wider positive impact on the determinants of health	None	None
	Religion or belief (including lack of belief)	Wider positive impact on the determinants of health	None	None
	People who are lesbian, gay or bisexual	Wider positive impact on the determinants of health	None	None
	People who are transgendered	Wider positive impact on the determinants of health	None	None
	People who are in a marriage or civil partnership	Wider positive impact on the determinants of health	None	None

No	Question	Details		
	Women who are pregnant / on maternity leave	Wider positive impact on the determinants of health	None	None
	Socio-economic impacts (including impact on child poverty issues and deprivation)	Wider positive impact on the determinants of health	None	None
9.	<b>Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and / or foster good relations?</b>	<i>The council is committed to ensuring that we meet the diverse needs of our community. As part of the Equality Act there is a <u>general duty as well as our moral obligation</u> where we are required to have 'due regard' to eliminating unlawful discrimination, advancing equality of opportunity and foster good relations between people who share a protected characteristic and people who do not. Outline how your proposal meets the general duty.</i>		

### Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10. Page 187	<b>Summarise any positive impacts and how they will be realised most effectively?</b>	<p><i>Outline any positive impacts that you have identified relating to equalities and how these impacts will be realised most effectively. What ways can the positive impacts be maximised? Use the action plan (after section 5) to outline actions, responsible officers and timescales.</i></p> <ul style="list-style-type: none"> <li>• There will be more opportunity for integration across services, functions and organisations, developing a 'whole system' approach to all public services and to individual pathways, such as obesity services.</li> <li>• A greater focus on prevention across organisations, with a united approach to tackling the wider determinants of health, based on a clear understanding of the issues and demands of treatment services.</li> <li>• The opportunity to look for economic gains within the whole system, for instance by reshaping services and thus making savings on 'downstream' costs.</li> <li>• Breaking down of organisation's geographic boundaries, for instance to provide a more unified service within the South Devon area.</li> </ul>

11.	<b>Summarise any negative impacts and how these will be managed?</b>	<p><i>Outline any negative impacts that you have identified relating to equalities and how these impacts will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised? Use the action plan (after section 5) to outline actions, responsible officers and timescales.</i></p> <ul style="list-style-type: none"> <li>• There is a risk that this option may result in more of a health focus rather than a wider determinants model, however, this will be mitigated by accountability to the Health and Wellbeing Board, and the submission of an agreed Business Plan (including spending proposals) and Annual Report to Full Council. Additional scrutiny arrangements can be put into place as required by the Council's Overview and Scrutiny Board.</li> <li>• Possible confusion as the CCG geography is not co-terminus with the Pioneer Status boundary. This might change in the future.</li> </ul>

#### Section 4: Recommended course of action

No	Action	Details
12.	<b>State a recommended course of action</b>  <b>[please refer to action after section 5]</b>	<p><i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes below and justify reasons for your decision - If '3' please provide full justification :</i></p> <p><b>Where: -</b></p> <p><b>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and</b></p>

*all opportunities to promote equality have been taken.*

**Section 5: Monitoring and action plan**

No	Action	Details
13.	<b>Outline plans to monitor the actual impact of your proposals</b>	Outcomes will be monitored through the Health and Wellbeing Board, and via its Annual Report to Full Council. Additional scrutiny arrangements can be put into place as required by the Council’s Overview and Scrutiny Board.

*Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment*

Page 189

**Action plan**

Please detail below any actions you need to take:

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	<i>There are no required actions.</i>				