

SWT Special Full Council

Thursday, 3rd December, 2020,
6.15 pm

The logo for Somerset West and Taunton, featuring the text "Somerset West and Taunton" in white on a teal background with a white swoosh at the bottom right.

[SWT VIRTUAL MEETING WEBCAST LINK](#)

Members: Hazel Prior-Sankey (Chair), Simon Coles (Vice-Chair), Ian Aldridge, Benet Allen, Lee Baker, Marcus Barr, Mark Blaker, Chris Booth, Paul Bolton, Sue Buller, Norman Cavill, Dixie Darch, Hugh Davies, Dave Durdan, Kelly Durdan, Caroline Ellis, Habib Farbahi, Ed Firmin, Andrew Govier, Roger Habgood, Andrew Hadley, John Hassall, Ross Henley, Marcia Hill, Martin Hill, John Hunt, Marcus Kravis, Andy Milne, Richard Lees, Sue Lees, Libby Lisgo, Mark Lithgow, Janet Lloyd, Dave Mansell, Chris Morgan, Simon Nicholls, Craig Palmer, Derek Perry, Martin Peters, Peter Pilkington, Andy Pritchard, Steven Pugsley, Mike Rigby, Francesca Smith, Federica Smith-Roberts, Vivienne Stock-Williams, Phil Stone, Andrew Sully, Nick Thwaites, Anthony Trollope-Bellew, Ray Tully, Terry Venner, Sarah Wakefield, Alan Wedderkopp, Danny Wedderkopp, Brenda Weston, Keith Wheatley, Loretta Whetlor and Gwil Wren

Agenda

1. Apologies

To receive any apologies for absence.

2. Declarations of Interest

To receive and note any declarations of disclosable pecuniary or prejudicial or personal interests in respect of any matters included on the agenda for consideration at this meeting.

(The personal interests of Councillors and Clerks of Somerset County Council, Town or Parish Councils and other Local Authorities will automatically be recorded in the minutes.)

3. Public Participation - To receive only in relation to the business for which the Extraordinary Meeting has been called any questions, statements or petitions from the public in accordance with Council Procedure Rules 14,15 and 16

The Chair to advise the Committee of any items on which members of the public have requested to speak and advise those members of the public present of the details of the Council's public participation scheme.

For those members of the public who have submitted any questions or statements, please note, a three minute time limit applies to each speaker and you will be asked to speak before Councillors debate the issue.

Temporary measures during the Coronavirus Pandemic

Due to the Government guidance on measures to reduce the transmission of coronavirus (COVID-19), we will holding meetings in a virtual manner which will be live webcast on our website. Members of the public will still be able to register to speak and ask questions, which will then be read out by the Governance and Democracy Case Manager during Public Question Time and will either be answered by the Chair of the Committee, or the relevant Portfolio Holder, or be followed up with a written response.

4. To receive any communications or announcements from the Chair of the Council

5. To receive any communications or announcements from the Leader of the Council

6. To receive only in relation to the business for which the Extraordinary Meeting has been called any questions from Councillors in accordance with Council Procedure Rule 13

7. Stronger Somerset Final Proposal

This matter is the responsibility of Executive Councillor Federica Smith-Roberts, Leader of the Council.

The purpose of this report is to seek Council endorsement for the Stronger Somerset Final Proposal.

(Pages 5 - 22)

A handwritten signature in black ink, appearing to read "James Hasset". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

JAMES HASSETT
CHIEF EXECUTIVE

Please note that this meeting will be recorded. You should be aware that the Council is a Data Controller under the Data Protection Act 2018. Data collected during the recording will be retained in accordance with the Council's policy. Therefore unless you are advised otherwise, by taking part in the Council Meeting during Public Participation you are consenting to being recorded and to the possible use of the sound recording for access via the website or for training purposes. If you have any queries regarding this please contact the officer as detailed above.

Following Government guidance on measures to reduce the transmission of coronavirus (COVID-19), we will be live webcasting our committee meetings and you are welcome to view and listen to the discussion. The link to each webcast will be available on the meeting webpage, but you can also access them on the [Somerset West and Taunton webcasting](#) website.

If you would like to ask a question or speak at a meeting, you will need to submit your request to a member of the Governance Team in advance of the meeting. You can request to speak at a Council meeting by emailing your full name, the agenda item and your question to the Governance Team using governance@somersetwestandtaunton.gov.uk

Any requests need to be received by 4pm on the day that provides 2 clear working days before the meeting (excluding the day of the meeting itself). For example, if the meeting is due to take place on a Tuesday, requests need to be received by 4pm on the Thursday prior to the meeting.

The Governance and Democracy Case Manager will take the details of your question or speech and will distribute them to the Committee prior to the meeting. The Chair will then invite you to speak at the beginning of the meeting under the agenda item Public Question Time, but speaking is limited to three minutes per person in an overall period of 15 minutes and you can only speak to the Committee once. If there are a group of people attending to speak about a particular item then a representative should be chosen to speak on behalf of the group.

Please see below for Temporary Measures during Coronavirus Pandemic and the changes we are making to public participation:-

Due to the Government guidance on measures to reduce the transmission of coronavirus (COVID-19), we will holding meetings in a virtual manner which will be live webcast on our website. Members of the public will still be able to register to speak and ask questions, which will then be read out by the Governance and Democracy Case Manager during Public Question Time and will be answered by the Portfolio Holder or followed up with a written response.

Full Council, Executive, and Committee agendas, reports and minutes are available on our website: www.somersetwestandtaunton.gov.uk

For further information about the meeting, please contact the Governance and Democracy Team via email: governance@somersetwestandtaunton.gov.uk

If you would like an agenda, a report or the minutes of a meeting translated into another language or into Braille, large print, audio tape or CD, please email: governance@somersetwestandtaunton.gov.uk

Somerset West and Taunton Council

Special Full Council – 3 December 2020

Stronger Somerset Final Proposal

This matter is the responsibility of Executive Councillor Federica Smith-Roberts, Leader of the Council

Report Author: James Hassett, Chief Executive Officer

1. Executive Summary / Purpose of the Report

- 1.1 The purpose of this report is to seek Council endorsement for the Stronger Somerset Final Proposal.
- 1.2 Members will be aware that the Leader of Somerset County Council has stated that he wishes to pursue the option of a single Unitary Council for Somerset. The position has now advanced to one where Somerset County Council has approved a Business Case for the creation of a single Unitary Council for Somerset and this has been submitted to the Secretary of State.
- 1.3 Members will also be aware that the District Councils have previously submitted an Outline Business Case for the reform of local government including the creation of two new unitary Councils for Somerset, as well as significant change focussed on sustainable services, a stronger economy and improved quality of life. The Outline Business Case was submitted to Robert Jenrick, Secretary of State, Ministry of Housing, Communities and Local Government (MHCLG) by 9th November.
- 1.4 The District Councils have been invited to submit their final proposal by 9th December. This Report presents the Stronger Somerset proposal for District Executive to consider ahead of it being presented to full Council for consideration.

2. Recommendations

Full Council is asked to:

1. Endorse the Stronger Somerset proposal for the reform of local government including the creation of two unitary Councils within Somerset.
2. Note that the decision to submit the final proposal to MHCLG is a “Key Decision” pursuant to the relevant legislation and therefore requires an executive decision to be made before final submission. It is proposed that following Full Council’s endorsement of the proposal, the Leader of the Council will make the executive decision to submit the Stronger Somerset Proposal to Secretary of State for Housing Communities and Local Government and will make any required minor amendments to the Proposal as

necessary before submission in consultation with the Chief Executive and other Somerset District Leaders and Chief Executives.

3. Support the continuing consultation with key partners, neighbouring authorities, business, staff, unions and local stakeholders, above and beyond any programme of consultation that may be required by the Government in due course.
4. Agree to this Council, with the other Somerset councils, advancing the delivery of aspects of the proposals for reform ahead of the Secretary of State's approval where so doing will support the Stronger Somerset Proposal and lead to early delivery of efficiencies, community outcomes and greater collaboration & integration.
5. Pay due regard to the Equalities Impact Assessment, attached as Appendix B, in considering the proposal for a Stronger Somerset
6. Note that, in the best interests of the communities and residents of Somerset West and Taunton, the Council will continue to work with colleagues across all tiers of local government and public service in Somerset

3. Risk Assessment (if appropriate)

- 3.1 An assessment of risk is included within the detailed proposals.

4. Background and Full details of the Report

Introduction:

- 4.1 The debate about the best form of local government in Somerset has been ongoing for a number of years. The district councils' aim has not been to simply cut costs, the intention has been to find a way, through the better use of our resources, to sustain vital services now and for the future whilst also dealing with some of the big challenges Somerset and its communities face. Based on a collective view of the financial challenges that we face, the growing demand pressures for services likely to stem from a growing and aging population, and the opportunities inherent in a relatively low level of collaboration and sharing in the past, the councils concluded that change needs to happen to ensure that we do the best we can for the communities of Somerset and for local government to be financially sustainable.
- 4.2 All five councils in Somerset have concluded that 'no change' is not an option and set about determining what changes were needed and how to bring them about. Together the five councils of Somerset commissioned a joint options study to help inform the path forward. Further work was conducted by an internal consultancy team to help conclude this work before the final report was accepted. Despite the conclusion of this work being that the best route forward was for deeper collaboration between and integration of the five councils in Somerset, Somerset County Council decided to end the collaborative work to develop a Business Case for the creation of a single unitary Council for Somerset. This Business Case was approved by Somerset County Council in July 2020, and was submitted to the Secretary of State for Housing, Communities and Local Government. The four district councils committed to continue to work together and agreed in February-March 2020 to develop a business case for a collaborative and integrated system of local government in Somerset.
- 4.3 On 9th October 2020, all local authorities were formally invited by the Secretary of State for Communities and Local Government to submit their proposals for 'a single tier of

local government' in Somerset. The intention to move to a single tier of local government is clear and change of some form is coming. Whilst the District Councils recognise that change is needed, analysis suggests that a single unitary Council will not deliver the change needed, to ensure better outcomes for residents, tackle the challenges our communities face or ensure the sustainability of services. The One Somerset business case does not include the vision or any proposals for reform that is needed if we are to drive improvements in the economy and quality of life in Somerset and assure our services for the future.

- 4.4 The District Councils have worked together to develop a model for the reform of local government fit for the 21st Century in terms of the way it works and the challenges it needs to meet. This includes the creation of two new unitary Councils in Somerset. The proposals set out a significant change in the way that local government would work, to create a much more modern, efficient and collaborative approach to service provision and driving improvements in Somerset, focussed on the needs of residents, communities and businesses. It proposes a solution which is affordable, achievable and sustainable.
- 4.5 The Stronger Somerset proposal adheres to the HM Treasury Better Business Case criteria and pays due regard to the MHCLG criteria for Local Government Reform. The proposal clearly demonstrates how our proposal:
- Improves outcomes and services
 - Stronger Somerset sets out plans for growing the economy, driving up income levels, tackling climate change and helping our towns and places thrive, whilst also proposing how key services such as Childrens Care and Adults & Health will improve
 - Provides stronger and more accountable leadership
 - Stronger Somerset sets out a plan for two new councils working together on shared issues across Somerset but focussed on the distinctive needs of the West and East of the County, close to, accountable to and strongly integrated with their local communities.
 - Delivers value for money and efficiency
 - Stronger Somerset sets out robust plans for ensuring better value for money and efficiency with substantial short-term and long-term financial benefits that can be invested in communities and protecting & improving services
 - Is sustainable in the immediate and long-term
 - Stronger Somerset sets out a sustainable path for service delivery including getting a hold of demand in key services by investing in prevention and early intervention that both lowers cost in the long-term and delivers better outcomes for service users
 - Recovers the costs of change and delivers cost savings

- Stronger Somerset sets out how the cost of change will be paid back in less than three years and how tens of millions of pounds more financial benefit will be generated above that of a single unitary council
- Has broad stakeholder support
 - Stronger Somerset sets out how communities and key stakeholders have been engaged in the design of the proposals and consulted on their preferences for the future. An opinion poll was recently undertaken on behalf of the four districts, the results of which are included in the final proposal, this shows strong support for Stronger Somerset compared to the One Somerset proposal.

Next Steps:

- 4.6 The draft proposal has been developed by the Somerset District Councils and is attached as Appendix A to this Report. Subject to the necessary approvals, we will submit our final proposal for a “Stronger Somerset” by 9th December. The proposal is being considered by all four District Councils on 3rd December.

5. Links to Corporate Strategy

- 5.1 There is expected to be both direct and indirect impacts on all corporate priorities which, if the Stronger Somerset proposal is successful, are more likely to be met.

6. Finance / Resource Implications

- 6.1 The financial implications of this Report are identified within the proposal.

7. Legal Implications (if any)

- 7.1 There will be legal implications for all the District Authorities and the County Council, whatever the Government’s final decision is in relation to county of Somerset. The Local Government and Involvement in Health Act 2007, which sets out how a new Authority is created will determine the legal path. This will need to be considered once the Government’s decision is known.

8. Climate and Sustainability Implications (if any)

- 8.1 The climate change implications of this report are identified within the proposal.

9. Safeguarding and/or Community Safety Implications (if any)

- 9.1 The safeguarding and community safety implications of this are report are identified within the proposal.

10. Equality and Diversity Implications (if any)

- 10.1 A full Equalities Impact Assessment is appended and shows that any likely impacts will be positive. We expect to review once we receive a decision from the Secretary of State.

11. Social Value Implications (if any)

- 11.1 The social value implications of this report are identified within the proposal.

12. Partnership Implications (if any)

12.1 The partnership implications of this report are identified within the proposal.

13. Health and Wellbeing Implications (if any)

13.1 The health and wellbeing implications of this report are identified within the proposal

14. Asset Management Implications (if any)

14.1 Secretary of state approval of the proposal would result in the creation of a new unitary which would inherit responsibility for assets.

15. Data Protection Implications (if any)

15.1 None identified.

16. Consultation Implications (if any)

16.1 There has been targeted key stakeholder engagement carried out as part of the formulation of the proposals. There will be formal consultation carried out by the Secretary of State / MHCLG on this and other proposals for the reorganisation of local government in Somerset. This it is currently anticipated to happen in Spring 2021.

16.2 A poll was also conducted on behalf of the four districts by Ipsos Mori. A sample of 2,000 residents was contacted through a telephone survey. The results show a clear preference for an East/West two unitary solution when considered against a singular, county-wide option. The full polling will be available shortly.

17. Scrutiny/Executive Comments / Recommendation(s) (if any)

17.1 There has been insufficient time for the draft proposal to be considered by Scrutiny or Executive. However an all member briefing took place on Thursday 27 November.

Democratic Path:

- **Scrutiny / Corporate Governance or Audit Committees – No Cabinet/Executive – No**
- **Full Council – Yes**

Reporting Frequency: Once only

List of Appendices (delete if not applicable)

Appendix A	Stronger Somerset draft proposal: https://www.strongersomerset.co.uk/case-for-change
Appendix B	Equalities Impact Assessment (attached)

Contact Officers

Name	James Hassett	Name	Dawn Adey
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Email	j.hassett@somersetwestandtaunton.gov.uk	Email	d.adey@somersetwestandtaunton.gov.uk

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	MDC; SDC; SW&T and SSDC		
Version	V3.0	Date Completed	13th November 2020

Description of what is being impact assessed

The Stronger Somerset Proposal for a two unitary model of local government, built on a strong reform agenda, is the subject of this Equality Impact Assessment.

Unitary local government is the model of governance in place throughout much of England, all metropolitan areas, many non-metropolitan areas and counties and all of Scotland, Wales and Northern Ireland. As such, there are no equalities issues inherent in the unitary model or the decision to move from a two-tier system to a unitary system of Local Government.

Subsequent policy decisions made and implemented by any future unitary Shadow Executives or District Councils will be subject to detailed EIA's to assess the impact of those decisions on residents, businesses and staff in line with all equalities legislation.

It has been agreed by all the councils in Somerset that the existing model of local government cannot continue in its existing form.

Mendip, Sedgemoor, Somerset West & Taunton and South Somerset District Councils believe that a two unitary model based on a reform agenda will deliver a whole-system approach to the major challenges that the County faces. The Stronger Somerset Proposal provides a platform from which to address some of the challenges specific to Somerset, drive improvements in outcomes for vulnerable children and adults, level up Somerset so that it becomes a net contributor to the UK government and deliver a far more local approach to service delivery. .

The District Councils believe that new and radical approaches are needed to help people live better lives, whilst reducing demand, creating a greater sense of community whilst helping to reduce social isolation. A two unitary model that enables engagement with excluded people and groups will support and maximise community resilience and prosperity.

At this stage of the programme, we have been invited by the Secretary of State to submit a full proposal for the creation of two unitary authorities to serve Somerset.

If the Secretary of State approves the District Council Stronger Somerset proposal, work would then begin to implement a two unitary model with a Vesting date of April 2023.

This assessment is concerned with the impacts of the Stronger Somerset proposal on Somerset's communities only, and not at this stage at the impacts as they might affect staff and elected members. However, it is recognised that should the Secretary of State approve the District Council Stronger Somerset proposal, the ongoing design of the two council model will require further EIA's to be undertaken that will address the needs of staff and elected members in addition to the communities of Somerset.

This EIA will be used to inform the deliberations of the District Council CEOs and Leaders as they review the final Stronger Somerset Business Case.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

Data on Somerset has been sourced from the 2011 census <http://www.somersetintelligence.org.uk/equality-and-diversity/> and from the summary of key data covering all Protected Characteristics identified through the Equality Act 2010, compiled from the Somerset JSNA.

<http://www.somersetintelligence.org.uk/files/MTFP%202018%20JSNA%20summary%20of%20Somerset%20key%20data.pdf>

Highlight reports from the census data can be found at the following links

Age

<http://www.somersetintelligence.org.uk/age-group-profiles-for-somerset.pdf>

Disability

<http://www.somersetintelligence.org.uk/disability-and-health-profiles-for-somerset.pdf>

Race/ Ethnicity

<http://www.somersetintelligence.org.uk/ethnicity-profiles-for-somerset.pdf>

Religion/Belief

<http://www.somersetintelligence.org.uk/religion-and-belief-profiles-for-somerset.pdf>

Sexual Orientation

<http://www.somersetintelligence.org.uk/lgbt/>

Marriage & Civil Partnership

Marital Status	All persons	Males	Females
All categories: Marital and civil partnership status	435,382	210,003	225,379
Single (never married or never registered a same-sex civil partnership)	120,825	65,730	55,095
Married	224,255	112,246	112,009
In a registered same-sex civil partnership	699	317	382
Separated (but still legally married or still legally in a same-sex civil partnership)	10,322	4,615	5,707
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	44,329	19,232	25,097
Widowed or surviving partner from a same-sex civil partnership	34,952	7,863	27,089

JSNA Equalities Summary

<http://www.somersetintelligence.org.uk/files/MTFP%202018%20JSNA%20summary%20of%20Somerset%20key%20data.pdf>

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

A detailed consultation and engagement plan is being drawn up which will include targeted consultation with representative groups of the Equality Act Protected Characteristics. For example, engagement sessions that have been scheduled concerning the future of both Adults' and Children's Services will secure the involvement of people from the Protected Characteristics of Age (older people), Disability and Carers.

Issues that will be covered in these engagement sessions are:-

1. Strengthening prevention and early intervention services
2. Developing re-ablement and rehabilitation services
3. Safeguarding adults
4. Strengths based, integrated and local social work practice
5. Accommodation
6. Care at home
7. Learning disability and mental health services

In relation to Children's' Services, parent/carer groups (including parents/carers of SEND children and young people) have been invited to two engagement sessions. These sessions are:-

1. 'Aspire and achieve' – focus on education outcomes from 5-18+, and
2. 'Inclusion: No child is left behind' - focusing on SEN, CAMHS, transitions to adult services and support.

In addition, there will be sessions dedicated specifically to children and young people and children looked after. Other sessions are being planned with the involvement of relevant professionals regarding co-designing services that will ensure no child is left behind e.g.

1. The first 1000 days – focus on providing the best start in life for young children
2. Early help and prevention – focus on statutory (including schools) and voluntary/community sector organisations working with parents and families to provide additional support at a local community level
3. Safe and Protected – focus on keeping children and young people safe from harm

4. Corporate Parenting– focussing on delivering the best outcomes and start in life to children in care and care leavers

All of these sessions will secure the involvement of service users covering the Protected Characteristics of Age (children and young people), Disability, Race and Ethnicity.

A further five engagement sessions are being planned for localities, to ensure that older people are able to live where they choose for longer, they are supported locally and have access to services and leisure activities.

As the Stronger Somerset proposal is an iterative process, engagement will continue beyond submission of the final proposal into the design and implementation phases.

To ensure that the views of people sharing the Protected Characteristics of Disability and Race/ are captured as part of the consultation/engagement work use will be made of specialist agencies such as the new Somerset Disability Engagement and Consultation Service provided by AJM Healthcare and the Somerset Diverse Communities project.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

As stated earlier, this EIA is concerned only with the impacts on Somerset’s communities as users and beneficiaries of Council services, and not at this stage on staff or elected members. This is reflected, therefore, in the following Impact Analysis.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> • The Stronger Somerset Proposal has as three of its ambitions - <ul style="list-style-type: none"> ○ Every child starts well ○ Every young person believes they can live well ○ Our older population ages well <p>As the Stronger Somerset Proposal is built on a strong reform agenda that will tackle the key challenges facing Somerset, people both young and old who share this Protected Characteristic will experience positive outcomes.</p> <p>For example, measures in the Stronger Somerset Proposal will address</p> <ul style="list-style-type: none"> • The high numbers of Children experiencing poverty and deprivation • Some of the poorest levels of Social Mobility in the UK affecting young people • An ageing population that is increasing poor health and wellbeing, isolation and loneliness, inappropriate housing and poor digital and social connectivity. 	□	□	☒

	<p>With the existing SEND service been judged as having significant areas of weakness in its practice by Ofsted, and Children's Services rated as inadequate and requiring improvement since 2015, the Stronger Somerset reform agenda will deliver a fresh start for children. Planned changes in both Children's and Adult Social Care include –</p> <ul style="list-style-type: none"> • whole system commissioning with an alliance agreement • Leading practice solutions to improve independence, restore preventative services and enable multi-disciplinary teams working in localities. • A fresh start for Children's Services, establishing an Alternative Delivery Model 			
Disability	<ul style="list-style-type: none"> • As indicated in the Consultation and Summary of Impact for the Age Characteristic sections above, the Stronger Somerset Proposal will pursue an agenda in the areas of older people and Children that will impact positively on the lives of those who are disabled, whether through physical or mental impairments. 	☐	☐	☒
Gender reassignment	<ul style="list-style-type: none"> • At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	☐	☒	☐
Marriage and civil partnership	<ul style="list-style-type: none"> • At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	☐	☒	☐
Pregnancy and maternity	<ul style="list-style-type: none"> • At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	☐	☒	☐

Race and ethnicity	<ul style="list-style-type: none"> At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	□	⊗	□
Religion or belief	<ul style="list-style-type: none"> At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	□	⊗	□
Sex	<ul style="list-style-type: none"> At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	□	⊗	□
Sexual orientation	<ul style="list-style-type: none"> At this Proposal stage, it is not possible to evidence or assess any impacts to individuals of this protected characteristic. 	□	⊗	□
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> As indicated in the Consultation section above the Stronger Somerset Proposal will pursue and agenda in the areas of Adult and Children's service that will impact positively on the lives of Carers. The Stronger Somerset Proposal also sets out an agenda that will tackle the problems of poverty, poor social mobility, rural isolation (digital and social) and a low wage economy. In these respects, the Proposal will deliver positive outcomes for these additional locally identified Characteristics. 	□	□	⊗

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

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Completed by:	Jan Gamon – Programme Director Stronger Somerset
Date	13/11/2020
Signed off by:	Jan Gamon – Programme Director Stronger Somerset

Date	13/11/2020
Equality Lead/Manager sign off date:	Dave Crisfield (on behalf of MDC; SDC, SW&T and SSDC Equality Officers) – 13/11/2020
To be reviewed by: (officer name)	Jan Gamon
Review date:	June 2021

