

Stafford Borough Council Community Impact Assessment

Part 1 - Details

Title Of Community impact Assessment	Health and Safety	
Date Conducted	11 November 2014	
Name Of Lead Officer and Service Area	Wendy Jennings Human Resources	
CIA Team	Wendy Jennings/Louise Bell	
Head Of service	Neville Raby	
What are you assessing? Indicate with an 'x' which applies-	A decision to review or change a service	<input type="checkbox"/>
	A strategy	<input type="checkbox"/>
	A policy or procedure	<input checked="" type="checkbox"/>
	A function, service or project	<input type="checkbox"/>
What kind of assessment is it? Indicate with an 'x' which applies	New	<input type="checkbox"/>
	Existing	<input type="checkbox"/>
	Being reviewed	<input checked="" type="checkbox"/>
	Being reviewed as a result of budget constraints	<input type="checkbox"/>

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Part 2 – Summary of Assessment

Set out the aims/objectives/purposes/outcomes of the area you are impact assessing and give a summary of the changes you are proposing?

To ensure that the Council has established policy for managing the health and safety of its employees, visitors and buildings which it uses to deliver services to the general public

Are there any other functions, policies or services linked to this impact assessment?

Yes No

If you answered 'Yes', please indicate what they are?

Who is the proposal intended to affect or benefit (the target population)?

Part 3 - Equality Strands

Indicate which equality areas are likely to be affected by the proposals?

Equality Strand	Positive	Negative
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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Part 4 – Evidence and Impact

From evidence given from the previous question what actions, if any, will you need to take against each of the following equality stands:


Age	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Disability	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Gender Reassignment	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Marriage and Civil Partnership	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Pregnancy and Maternity	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Race	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Religion or belief	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Sexual Orientation	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.
Sex	This policy applies to everyone to ensure compliance with Statutory Health & Safety requirements.

Part 5 – Community Cohesion and Inclusion

Briefly explain how the proposals contribute to community cohesion and inclusion?

How will it provide equality of access to services, information and employment?	Policy applies to everyone who is employed and issues relating to access and safety for visitors.
Does it or could it celebrate diversity?	n/a
Will it or could it promote good relationships within and between communities	n/a
How will it help to prevent social exclusion?	n/a
How will it help to reintegrate those who have become excluded	n/a
How will it provide good quality, inclusive	n/a

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services	
Part 6 – Consultation and Engagement	
Describe what consultation has been undertaken on the proposals, who was involved and the outcome.	Discussions with Health & Safety Advisor and LDC H&S Manager.
Part 7 – Sign off	
Head of Service:	I am satisfied with the results of this EIA *The findings will be referred to within Service Plans and targets built around these. I agree to review the Action Plan after 12 months
Signature and Date of Head of Service:	11.11.14 

If you have any queries about using Community Impact Assessments, Please contact:

Louise Bell - 01785 619656 or email: lbell@staffordbc.gov.uk

If Louise is unavailable then please contact:

Tracy Redpath - 01785 619195 or email: trredpath@staffordbc.gov.uk

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Action Plan and review

Detail in the plan below, actions that you have identified in your CIA, which will eliminate discrimination, advance equality of opportunity and/or foster good relations.

If you are unable to eliminate or reduce negative impact on any of the equality areas, you should explain why

Impact(positive or negative) identified	Proposed action	Person(s) responsible	Where will action be monitored?(e.g., Directorate Business Plan, Equality Action)	Target date	Required outcome

Could making the changes in any of the above areas have a negative effect in other groups? Explain why and what you will about this.

Review

Your CIA should be reviewed at least every four years, less if it has significant impact on people.

Please enter the date your CIA will be reviewed.....You should review progress on your CIA action plan annually