

Stafford Borough Council Community Impact Assessment

Part 1 - Details

Title Of Community impact Assessment	The Equality and Diversity Strategy	
Date Conducted	July 2014	
Name Of Lead Officer and Service Area	Louise Bell, Policy, Improvement and Partnerships	
CIA Team	Louise Bell/Tracy Redpath	
Head Of service	Norman Jones	
What are you assessing? Indicate with an 'x' which applies-	A decision to review or change a service	<input type="checkbox"/>
	A strategy	X
	A policy or procedure	<input 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	X
	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?

The change in the law regarding equality and diversity, namely the Equality Duty 2010 has resulted in a review of the existing Single Equality Scheme. The changes will be those introduced as a result of the new legal requirements of the Duty. The introduction of 9 protected characteristics and the ability of the organisation to analyse staff, users and the profile of the Borough using these categories

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

Yes No

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

This policy links to all the activities and functions of the Borough Council

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

This policy will affect employees of Stafford Borough Council and the wider population of the Borough

Part 3 - Equality Strands

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

Equality Strand	Positive	Negative
Age	X	<input type="checkbox"/>
Disability	X	<input type="checkbox"/>
Gender Reassignment	X	<input type="checkbox"/>
Marriage and Civil Partnership	X	<input type="checkbox"/>
Pregnancy and Maternity	X	<input type="checkbox"/>
Race	X	<input type="checkbox"/>
Race or belief	X	<input type="checkbox"/>
Sexual Orientation	X	<input type="checkbox"/>
Sex	X	<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	<p>Analysis of the nine protected strands will be completed. Information will be gathered from the workforce, the wider population of the Borough and the service users to identify where gaps exist. Some of the analysis has been completed and an action plan has been developed and attached as an appendix to the Equalities and Diversity Strategy to “plug” these gaps.</p> <p>Further work is needed gathering information about our service users and our workforce. This was identified as a result of consultation and learning from best practice and is addressed in the detailed action plan 2014-2018.</p>
Disability	
Gender Reassignment	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or belief	
Sexual Orientation	
Sex/Gender	

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?	The analysis of the three key groups will allow the council to plan its services to ensure people from all protected characteristic groups have equal access to services, information and employment within the Borough
Does it or could it celebrate diversity?	The analysis could identify areas of diversity then further analysis may show how we celebrate diversity in these areas
Will it or could it promote good relationships within and between communities	No
How will it help to prevent social exclusion?	The information that is gathered will allow service providers to minimise social exclusion
How will it help to reintegrate those who have become excluded	Where excluded groups/individuals are identified by the data, the Council will aim to reintegrate these groups/individuals
How will it provide good quality, inclusive services	The analysis will provide information for the organisation, so that they can aim to provide good quality, inclusive services

Part 6 – Consultation and Engagement

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<p>Describe what consultation has been undertaken on the proposals, who was involved and the outcome.</p>	<p>The following consultation has taken place and has assisted the council in identifying a set of equality objectives:</p> <ul style="list-style-type: none"> • Workforce Analysis 2012-13 • Departmental Service Plans • CRM Satisfaction Data 2012-13 • Freedom of Information requests • Stafford Borough Police Panel Profile • EHRC Assessment Template Findings • EHRC Report 2013
Part 7 – Sign off	
<p>Head of Service:</p>	<p>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</p>
<p>Signature and Date of Head of Service:</p>	

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: tredpath@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
Provide equality of access to services, information and employment	The analysis of the three key groups will allow the council to plan its services to ensure people from all protected characteristic groups have equal access to services, information and employment within the Borough	Heads of Service	Equality Action Plan and Service Plans	On going	We have greater understanding of the needs of our communities to plan services and inform decisions

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: **April 2018**. You should review progress on your CIA action plan annually