

Stafford Borough Council

Equality Impact Assessment Form (EIA)

See Guidelines on completing Equality Impact Assessment Forms

Equality Impact Assessment	
1	Title of Function or Policy to be assessed: Financial Strategy
2	Date: 11.5.09
3	Name of Lead Officer: Bryan Law
4	EIA Team: Bryan Law Louise Fedor Susan Pote
5	Head of Service: Bryan Law
6	Existing, new or review: New EIA – strategy due for review
7	Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided: The aim and purpose of the strategy is to forecast the financial resources and pressures on the Council in the medium term, and to make sure there are sufficient resources which are allocated effectively to enable the Council's operation in the medium term. The strategy covers key financial areas such as setting of council tax levels, use of reserves and minimum level of reserves, and capital programme resources.
8	Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this exercise? The Financial Strategy underpins all the Council's strategies, because without sufficient resources no strategies can be implemented. It is perhaps most closely related to the Treasury Management Strategy and the Corporate Plan, but it has close links with every single strategy.
9	Who is it intended to affect or benefit (the target population): The Strategy will have an effect on the whole community within Stafford Borough, i.e. <ul style="list-style-type: none"> • All residents • Local businesses • Organisations • Third sector

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	<ul style="list-style-type: none"> • Staff • Tourists • Elected members • Partner organisations • Trade unions • Potential employees 			
10	Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.			
		Positive Impact	Negative Impact	Comments
	Age			No identifiable impact
	Disability			No identifiable impact
	Gender			No identifiable impact
	Race			No identifiable impact
	Religion/belief			No identifiable impact
	Sexuality			No identifiable impact
11	<p>What evidence do you have for the statements you have made above? The financial strategy underpins other strategies and policies. It does not focus on the delivery of services to the Borough's residents and visitors, it enables such service delivery through good financial stewardship. There is no scope for direct monitoring of the effect of the financial strategy on the local population; all monitoring is done through other policies and strategies. Therefore there is no specific impact on any of the factors.</p>			
12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:				
Disability: Race: Gender: Age: Religion/belief: Sexuality:	No specific action is needed against individual strands because of the underpinning/enabling nature of this strategy. However, it has been agreed that the revised strategy will include a commitment to ensure, as far as possible, that the strategy is in line with the Council's approach to equalities, such that it will not discriminate or support discrimination on the grounds of age, disability, gender, race, religion or belief, or sexuality.			
13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:				
<ul style="list-style-type: none"> • How will it provide equality of access to services, information and employment? • Does it or could it celebrate diversity? 				

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- Will it or could it promote good relationships within and between communities?
- How will it help to prevent social exclusion?
- Will it help to reintegrate those who have become excluded?
- How will it provide good quality, inclusive services?

Good stewardship ensures that the strategy contributes to community cohesion by ensuring that the Council's resources are appropriately distributed and used, and that those resources are sustainable.

14. Consultation:

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

The Council's budget-setting is based on priorities set by local residents, formerly through SIMALTO, more recently through the place shaping survey.

The financial strategy is subject to internal consultation via Cabinet and the Resources Scrutiny Committee before being approved by full Council. There may be an argument for putting it before the People's Panel, and this is under consideration.

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 of Head of Service:

Completion of the Toolkit:

Action Plan

Please list on this sheet the nature of any issues and any recommendation for actions that you plan to implement as a result of undertaking this Impact Assessment

Issue Identified	Action to be taken	Name Lead	Date to be Achieved

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