

## Stafford Borough Council

### Equality Impact Assessment Form (EIA)

See Guidelines on completing Equality Impact Assessment Forms

Equality Impact Assessment	
1	<b>Title of Function or Policy to be assessed:</b> Prosperity Strategy
2	<b>Date:</b> 15.1.09
3	<b>Name of Lead Officer:</b> Robert Gatensbury
4	<b>EIA Team:</b> Ted Manders Robert Gatensbury Tracy Redpath Susan Pote
5	<b>Head of Service:</b> Ted Manders
6	<b>Existing, new or review:</b> Existing strategy (due for review in 2009 – this EIA will inform that review).
7	<b>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</b>  The aims in the current Strategy are well-meaning but vague. The Borough Council needs to agree a working definition of 'prosperity' before the aims and objectives of the Strategy can be clearly defined. Then the focus will be on the Borough Council's role, both in its own right and in partnership with other organisations and groups, in influencing overall prosperity within the Borough.
8	<b>Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this exercise?</b> <ul style="list-style-type: none"><li>• Staffordshire Local Area Agreement</li><li>• Stafford Borough Corporate Plan 2008–2014</li><li>• Sustainable Community Strategy 2008–2020</li><li>• Local Development Framework</li><li>• Corporate equalities policy</li></ul>

If you have any queries about using Equality Impact Assessments, please contact:  
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9	<b>Who is it intended to affect or benefit (the target population):</b>		
<p>The Strategy will have an effect on the whole community within Stafford Borough, i.e.</p> <ul style="list-style-type: none"> <li>• All residents</li> <li>• Local businesses</li> <li>• Organisations</li> <li>• Third sector</li> <li>• Staff</li> <li>• Tourists</li> <li>• Elected members</li> <li>• Partner organisations</li> <li>• Trade unions</li> <li>• Potential employees</li> </ul>			
10	<b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b>		
		Positive Impact	Negative Impact
Age			
Disability			
Gender			
Race			
Religion/belief			
Sexuality			
<p>It is impossible to say at present because the evidence is so scanty. The current Strategy devotes a single sentence to equalities: "Overcoming exclusion of any form and providing an equality of opportunity for all of our community is a key factor in the provision of a truly prosperous Borough." This is a laudable sentiment but without support from actual data it is ineffective.</p>			
11	<b>What evidence do you have for the statements you have made above?</b>		
<p>The evidence is taken directly from the Strategy (page 16).</p>			
<b>12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</b>			
<b>Disability:</b>	<p>Equalities and prosperity are inextricably linked through many issues such as women in rural enterprise, the needs of migrant workers, pockets of deprivation in both urban and rural areas, and so on. Historically it has been difficult to access the necessary demographic data to support the intentions of the Strategy. However, access to data is becoming easier for the Borough Council with advances in partnership working, e.g. with Staffordshire Observatory and the County Council, and advances in technology, e.g. computer software that enables regular collation and analysis of data. Also, the Borough Council will be collecting</p>		
<b>Race:</b>			
<b>Gender:</b>			
<b>Age:</b>			
<b>Religion/belief:</b>			

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<b>Sexuality:</b>	primary data over the next 12 months through the Place Surveys, which will provide some useful baseline data for this Strategy. The review of the Strategy in 2009 will need to consider what data to gather and how to use that data. Analysis and findings should be used to inform the next review of the Strategy after 2009, and should then enable a clear assessment of the positive and negative impacts of the Strategy across the six strands.
<p><b>13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:</b></p> <ul style="list-style-type: none"> <li>• How will it provide equality of access to services, information and employment?</li> <li>• Does it or could it celebrate diversity?</li> <li>• Will it or could it promote good relationships within and between communities?</li> <li>• How will it help to prevent social exclusion?</li> <li>• Will it help to reintegrate those who have become excluded?</li> <li>• How will it provide good quality, inclusive services?</li> </ul> <p>Increased prosperity helps to reduce social exclusion. The Strategy will improve equality of opportunity in the Borough by tackling areas of deprivation and need in rural and urban areas, with the aim of reducing the wealth gap between the richest and poorest members of our communities.</p>	
<p><b>14. Consultation:</b> Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.</p> <p>There is no evidence of external consultation associated with the current Strategy. As part of the 2009 review of the Strategy, the Borough Council will need to consult with the public. It will be helpful to provide a short summary of the Strategy in plain English, with an option for people to obtain the whole Strategy if they wish, and for provision of the summary in community languages, large print, Braille etc. The Borough Council can use its existing networks to support the consultation process, such as the LSP, SCIO, the parish network and the People's Panel.</p>	
<p><b>Head of Service:</b> 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><b>Signature of Head of Service:</b></p>	
<p><b>Completion of the Toolkit:</b></p>	

**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

<b>Issue Identified</b>	<b>Action to be taken</b>	<b>Name Lead</b>	<b>Date to be Achieved</b>

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