

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: Sustainable Community Strategy 2008-2020
2	Date: 14.01.2009
3	Name of Lead Officer: Tracy Redpath
4	EIA Team: Tracy Redpath Norman Jones Susan Pote
5	Head of Service: Norman Jones
6	Existing, new or review: New
7	<p>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</p> <p>By 2020 we want Stafford Borough:</p> <ul style="list-style-type: none"> • To have a vibrant, prosperous, sustainable economy and environment • To have a Borough where all members of our communities are safe and feel safe • To have a protected and enhanced environment • To be a Borough where all our members feel included in society, live longer, healthier and more contented lives
8	<p>Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this exercise?</p> <ul style="list-style-type: none"> • LAA Targets • Six-year Corporate Plan 2008-2014 • Service Plans • Individual performance and development interviews • Children and Young People's Plan • Local Development Framework • Health Strategy

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	<ul style="list-style-type: none"> • Housing Strategy 2008-2013 • Community Safety Plan • Prosperity Strategy (to be revised) • Sustainability Action Plan <p>These feed in to sub-regional and regional plans</p>																											
9	<p>Who is it intended to affect or benefit (the target population):</p> <p>The Strategy will have an effect on the whole community within Stafford Borough, i.e.</p> <ul style="list-style-type: none"> • All residents • Local businesses • Organisations • Third sector • Staff • Tourists • Elected members • Partner organisations • Trade unions • Potential employees 																											
10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <table border="1" data-bbox="316 1198 1455 1966"> <thead> <tr> <th data-bbox="316 1198 563 1294"></th> <th data-bbox="563 1198 715 1294">Positive Impact</th> <th data-bbox="715 1198 866 1294">Negative Impact</th> <th data-bbox="866 1198 1455 1294">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="316 1294 563 1406">Age</td> <td data-bbox="563 1294 715 1406">Yes</td> <td data-bbox="715 1294 866 1406"></td> <td data-bbox="866 1294 1455 1406">Some initiatives are specific to age and are evidence based on need.</td> </tr> <tr> <td data-bbox="316 1406 563 1556">Disability</td> <td data-bbox="563 1406 715 1556">Yes</td> <td data-bbox="715 1406 866 1556"></td> <td data-bbox="866 1406 1455 1556">Some initiatives are targeted to bring adults with disabilities back to work and to support people with disabilities to live independently at home.</td> </tr> <tr> <td data-bbox="316 1556 563 1668">Gender</td> <td data-bbox="563 1556 715 1668"></td> <td data-bbox="715 1556 866 1668"></td> <td data-bbox="866 1556 1455 1668" rowspan="4">No known concerns. The Strategy shows that the Council is working with all sections of the community. However, gender, race, religion/belief and sexuality are not specifically mentioned in the Strategy, which may result in negative effects.</td> </tr> <tr> <td data-bbox="316 1668 563 1780">Race</td> <td data-bbox="563 1668 715 1780"></td> <td data-bbox="715 1668 866 1780"></td> </tr> <tr> <td data-bbox="316 1780 563 1877">Religion/belief</td> <td data-bbox="563 1780 715 1877"></td> <td data-bbox="715 1780 866 1877"></td> </tr> <tr> <td data-bbox="316 1877 563 1966">Sexuality</td> <td data-bbox="563 1877 715 1966"></td> <td data-bbox="715 1877 866 1966"></td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	Yes		Some initiatives are specific to age and are evidence based on need.	Disability	Yes		Some initiatives are targeted to bring adults with disabilities back to work and to support people with disabilities to live independently at home.	Gender			No known concerns. The Strategy shows that the Council is working with all sections of the community. However, gender, race, religion/belief and sexuality are not specifically mentioned in the Strategy, which may result in negative effects.	Race			Religion/belief			Sexuality		
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11	<p>What evidence do you have for the statements you have made above?</p>																											

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Age – Some initiatives are specific to age and evidence based on need. There are issues relating to age in the strategy, particularly with reference to health and wellbeing. Stafford has the most aged population of any district in Staffordshire. There are also issues regarding training and skills development for young people in terms of the economic and prosperity provision in the strategy. Antisocial behaviour is targeted around young people and there are initiatives to reduce the number of young people involved in crime. Domestic violence impacts on children and young people. There are initiatives to reduce domestic violence and increase reporting, as well as the Sanctuary Scheme, which provides a secure space within the home. The strategy has initiatives supporting sustainable schools, healthy schools, teenage pregnancy reduction, child obesity reduction, promotion of child mental health services, reducing road accidents and children and young people to be provided with good access to high quality leisure, cultural and sport activity.

Disability – In the Action Plan to have a vibrant, prosperous, sustainable economy under developing a workforce for the future, one of the indicators is adults with learning disabilities in employment. The Back 2 Bikes project is aimed at helping people who have been out of work, including people with disabilities, to get back into mainstream employment. One of the initiatives for health and wellbeing is to support people with disabilities to live independently at home.

12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:

Gender, race, religion/belief and sexuality are not specifically mentioned in the Strategy. When this strategy and its associated Action Plan are reviewed, issues related to the six equality strands need to be considered and incorporated accordingly. Linked plans, policies and strategies also need to be checked for explicit consideration of the six strands. In the development of the Corporate Complaints Procedure we need to ensure that these issues across all six strands are included, monitored and analysed.

Disability:

Race:

Gender:

Age:

Religion/belief:

Sexuality:

13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:

- How will it provide equality of access to services, information and employment?
- Does it or could it celebrate diversity?
- 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?

The guidance says the Sustainable Community Strategy targets will reflect community need and form the basis of the Action Plan. The thirty-five targets reflect community need and put the emphasis where need was established as greatest. This enables us to work towards equality in terms of service, information and employment.

Complying with the Compact, getting along with the voluntary sector and assisting the Stafford District Voluntary Services (SDVS) contributes to community cohesion. Reducing anti-social behaviour and other crime should contribute towards good community relations. We are awaiting results of Place Survey. In order to establish the thirty-five targets the make up of the diverse community was established.

One of the key aims of the strategy is for Stafford to be a Borough where all our members feel included in society, live longer, healthier and more contented lives. This will be achieved by the promotion of healthy lifestyles and general wellbeing and being a place where a strong sense of inclusion within the community, is promoted, one that enhances the quality of life for all and enables everyone to actively participate in society. Groups with specific needs are identified within the document.

Meeting the needs of specific groups such as disabled people helps with re-integration and prevention of social exclusion. The Sanctuary Scheme was introduced because families experiencing domestic violence do not have to move out of their neighbourhoods, schools or away from their network of friends.

14. Consultation:

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

Consultation has been carried out with:

- Neighbouring Local Authorities
- MEPs
- MPs
- Borough County Councillors and Borough Councillors
- Local Strategic Partnership (LSP) including hard to reach group
- Via the website
- Summary published in local newspapers
- Scrutiny Committee

- Cabinet
- Full Council
- Executive of LSP

The strategy was approved by the LSP and full council.

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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