

Equality Impact Assessment Form

Revised September 2010



(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

IWC Corporate Plan 2011 – 2013

1.2 Officer(s) and section or service responsible for completing the assessment

Steve Beynon – Chief Executive

Rachael Knight – Business Intelligence and Performance Manager

Rosie Barnard – Lead Officer Diversity

1.3 What is the main purpose or aims of the plan

The main strategic planning document for the council, setting out the council's key priorities for the next two years

1.4 Who is affected by the plan? Who is it intended to benefit and how?

All Island residents, visitors, businesses, staff, inward investors and partners.

The plan identifies clarification of council resource allocation in order to provide a sustainable financial model for council service delivery – commissioning and procurement models.

1.5 Has the plan been promoted or explained to those it might affect directly or indirectly?

The plan is currently being reviewed to reflect the changing times the council is now facing in the current economic climate. The plan has been developed across the council, with directors and lead members in collaboration with our partners to ensure that we can effectively resource future service provision together.

1.6 How does the plan contribute to better community cohesion?

The overall priorities have been defined by the commitments of the conservative manifesto, where there is a commitment to continue to listen to the local community views. By listening to the community, the plan will be subject to change to reflect those views to ensure that we provide accessible services that meet the needs of the local people.

1.7 How does the plan fit in with the council's wider aims?

The plan will support the sustainable Island Community Strategy (Eco Island vision)

1.8 What is the relevance of the aims of the plan to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The key principles adopted within the plan ensure that the council meets its equality duty. These are as follows:

- that, wherever possible, local communities and residents will take responsibility for their local area and make an active contribution to their community as the reliance on state and local council funded activity reduces;
- the council will actively pursue the opportunities created by partnerships to commission or deliver services, particularly those that engage local communities and use available resources in a more coherent and efficient way;
- the council will only directly provide any commercial / trading undertaking or activities which have a robust business case (reflecting the true costs) and have little or no residual cost to the council with the council achieving the 'best return' for its investment;
- the council will actively seek to sell or dispose of assets that are surplus to requirements where practicable to maximise receipts, or lease them where it is not (including through community asset transfer);
- the public will increasingly resolve their issues through the internet without need of personal contact with council staff. When they do need personal contact, we will resolve their issues at the first point of contact i.e. the customer service centre;
- all areas of statutory duty to be subjected to robust challenge to ensure that the investment in resources is at the appropriate level, following a reasonable needs assessment, to ensure our responsibilities are met adequately;
- all core services will be subject to review regarding what must be done, what can be stopped or done differently with a view to supporting the creation of social enterprises, community interest companies or joint ventures that will each or all support the achievement of the agreed outcomes but at reduced cost, including the opportunity for 'management buy-out' opportunities;
- central support services will be reduced on a pro rata basis over time to reflect the changing shape and size of the organisation and, where appropriate, will be subject to market testing and/or joint working with other local authorities;
- there will be less resources, leading to fewer buildings and fewer staff;
- the council will raise income through charging to sustain discretionary services.

1.9 How is, or how will the plan be put into practice and who is responsible for it?

The plan is subject to quarterly review on progress and is monitored by the Cabinet who are responsible for its delivery.

The plan is also subject to Scrutiny Committee for overseeing the decisions made by the Cabinet in relation to performance and risk management

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Corporate Plan 2010 – 2013
Cabinet reports during 2010
Scrutiny Committee reports during 2010
JSNA
Local Economic Assessment
MTFS

2.2 Equalities profile of users and beneficiaries

All Island residents, visitors, businesses, staff, inward investors and partners

2.3 Evidence of complaints against the plan on the grounds of discrimination

None identified

2.4 What does the consultation, research and/or data indicate about the negative impact on the plan

None identified

2.5 What does the consultation, research and/or data indicate about the positive impact on the plan

The priorities and outcomes contained in the plan which ensure consistency and focus at a strategic level but which can be translated down to the service delivery level.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

**3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics)
(please refer to the guidance for additional information)**

Protected Characteristics	Negative	Neutral	Positive	Comments
Age			X	Raising educational standards Improving support to the most vulnerable in our community
Disability			X	Improving support to the most vulnerable in our community
Gender Reassignment		X		
Marriage & Civil Partnership		X		
Pregnancy & Maternity			X	Raising educational standards Improving support to the most vulnerable in our community Housing & homelessness
Race		X		
Religion / Belief		X		
Sex (male / female)		X		
Sexual Orientation (LGB&T)		X		

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

N/A

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

Ensure that when the plan is reviewed the EIA is updated.

4.3 If there is no evidence that the plan promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

As 4.2 above

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Review the EIA as and when required to ensure improvement continues

4.5 How will any plan be implemented?

Following approval by the Cabinet and implementation date is due wef 1st April 2011.

4.6 As 4.5 above please identify training requirements.

None identified at present

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the plan comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

Regular review of the plan – via Cabinet and Scrutiny Committee reports

5.3 Summary of recommendations for improvement

Promotion of the Plan across the council and within services and partners

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Part of routine performance management

5.5 When will the plan be reviewed?

Two yearly with ongoing quarterly performance reports to both Cabinet and Scrutiny Committee.

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age					
Disability					
Gender Reassignment					
Marriage & Civil Partnership					
Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above					

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website. Please access the Work tab of the council's intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment	15 th February 2011	
Officer's name	Rachael Knight	Role Business Intelligence and Performance Manager
Service, policy, procedure, practice or project that was impact assessed	Corporate Plan 2011 - 2013	
Summary of findings	Overall priorities have been defined by the commitments of the Conservative Manifesto, where there is a commitment to continue to listen to the local community views	
Summary of recommendations and key points of action plan	Regular review of the plan – via Cabinet and Scrutiny Committee reports Promotion of the Plan across the council and within services and partners	

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input type="checkbox"/>	<input type="checkbox"/>
Sex (male/female)	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>

