

Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Communities and Well Being	
Service	Corporate Policy	
Proposed policy	Council Vision and Values 2015-2020	
Date	May 2015	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Harry Downie
	Post Title	Assistant Director
	Contact Number	0161 253 7570
	Signature	
	Date	29 April 2015
Equality officer consulted	Name	Mary Wood
	Post Title	Principal Officer - Equalities
	Contact Number	0161 253 6795
	Signature	 25/2015
	Date	14 th May 2015

2. AIMS

What is the purpose of the policy/ service and what is it intended to achieve?	<p>The Vision and Values document sets the direction of travel for the Council service for the next five years. It outlines on one page the actions needed to deliver the Council's priorities and shape the organisation to make Bury fit for the future.</p> <p>The financial challenges ahead are expected to require radical change and this plan seeks to manage that process to produce an orderly move towards becoming a smaller, modern local authority.</p>
Who are the main stakeholders?	<ul style="list-style-type: none"> ○ Council departments and partner agency services ○ Team Bury ○ Elected members ○ All residents in the Borough ○ External regulators and inspectors

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	No	No	<p>The plan provides a framework for future action and has no direct impact on individuals or groups within the community. It does however set the future tone for the Council and reinforces the positive values and behaviours that the Council wants from employees and residents in the future to support vulnerable people.</p> <p>The impact of service changes on people with protected characteristics will be identified when any detailed proposals are considered.</p>
Disability	No	No	
Gender	No	No	
Gender reassignment	No	No	
Age	No	No	
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	No	No	
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	The plan reinforces the positive values and behaviours that the Council wants from employees and residents. It also maintains a commitment to support vulnerable people as well as reduce poverty and its effects (many BME, disabled and older people being disproportionately represented in income deprivation figures).
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	The plan reinforces the positive values and behaviours that the Council wants from employees and residents.

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

3c. if you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Consultation with Cabinet		
Public consultation on the proposed budget cuts 2015/16		

4b. Are there any information gaps, and if so how do you plan to tackle them?

There is uncertainty around the level of future funding from the Government which will only become clearer when the expected Comprehensive Spending Review and subsequent budget announcements are made.

The absence of this data however does not, and cannot, stop the Council planning ahead. Action needs to be taken to address the known pressures and these are outlined in the document. Funding availability will influence the pace and scale of change rather than the direction of travel.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>The Vision and Values document sets out the Council’s position as it deals with the funding and demographic changes ahead. The plan brings together on one page the priorities, values and actions that the Council needs to transform services and remain fit for purpose.</p> <p>The document does not in itself change services and therefore has no direct impact on people with protected characteristics. It does however set the tone and values of the organisation and reinforces the positive values expected from employees and residents.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	<p>No negative impacts have been identified at this stage. There may be service change arising from the actions identified in this plan but any impact on people with protected characteristics will be assessed when detailed proposals are brought forward.</p>
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	<p>It is recognised in the plan that the relationship between the Council and citizens will change. To support this approach, proactive engagement with the people of Bury has been made a priority – to strengthen communities and promote greater self determination by local people.</p>
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>Following political approval to the plan, the document will be widely publicised throughout the Council and with partners.</p>

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

Progress against the plan will be monitored quarterly by the Council's Senior Leadership team with reports also being presented to Cabinet and Scrutiny.

There will be an annual review of the plan and adjustments made if necessary in the light of performance, the financial position or any external influences on the Council.

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX (equality@bury.gov.uk) FOR PUBLICATION.