

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	Chief Executive's Department	
Service	Communities Team	
Proposed policy	Team Bury Community Cohesion Plan 2013-2016	
Date	November 2012	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Mark Burke
	Post Title	Community Cohesion Officer
	Contact Number	0161 253 5588
	Signature	<i>M. Burke</i>
	Date	November 2012
Equality officer consulted	Name	Karen Brockway
	Post Title	Resources Division Practice Manager
	Contact Number	0161 253 5124
	Signature	<i>Karen Brockway</i>
	Date	19/11/2012

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>The Team Bury Community Cohesion Plan has been reviewed and refreshed to ensure that is fit for purpose for the next three years, and that it continues to support Team Bury's priorities. The new Plan (2013/16) sets out a three year plan by which the community cohesion agenda can be progressed across the borough.</p> <p>The Community Cohesion Plan will contribute to improving all aspects of community relations across the borough.</p> <p>The Plan will co-ordinate cohesion activities and projects through six strategic objectives, all of which represent a key element of cohesion:</p> <ul style="list-style-type: none"> Leadership Active Engagement Promoting Shared Values and Belonging Confident Citizens Community Safety and Resilience Positive Communication
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	<p>More specifically, the Plan aims to provide the Bury Local Strategic Partnership with a strategic delivery framework for building community cohesion across the borough.</p>
<p>Who are the main stakeholders?</p>	<p>The Community Cohesion Plan is a Team Bury document, with all Team Bury partners committing to its implementation. As community cohesion encompasses several cross-cutting issues, a wide range of Team Bury partners will lead or contribute to projects under each strategic theme.</p> <p>Partners include:</p> <ul style="list-style-type: none"> • Team Bury partners • Equality Groups • Community Groups • Local Faith communities • Third Sector organisations • Council • Elected members • Employee Equality Groups

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	Yes	No	The Cohesion Plan includes detailed demographic information about Bury showing that over 6% of the population is made up of ethnic minority communities with the largest group being those of Pakistani origin at 3%. It shows that the largest concentration of non-white residents is in East Ward where ethnic minority residents make up over 20% of local residents. Bury's BME Forum (community groups in the Borough) is represented by their Chair on the Team Bury Communities Group which has overseen the development of the Plan. This will help to ensure the Plan and subsequent annual action plan reflects the needs of Bury's ethnic minority population. Objectives 2 and 3 of the Plan centre on encouraging active engagement by communities in the Borough. Once the Plan is agreed, a detailed Action Plan (to support delivery of these objectives) will include actions to help us engage more effectively with all race groups in the borough. Objective 3 shows a commitment amongst Team Bury Partners to challenge discrimination, prejudice and isolation including support for a number of key events and initiatives, including Black History Month. Objective 5 outlines a commitment to continuing to tackle and combat hate crime and improve the reporting of hate crime. The aim is to underpin a set of shared values that are resonant amongst all race groups, including new arrivals to the Borough.
Disability	Yes	No	The Community Cohesion Plan aims to

			<p>support activities that work against the social isolation of vulnerable groups and support equality of opportunity for all – including people with disabilities. Page 6 of the Plan shows how 6% of our population are claiming some form of disability or incapacity benefit which is above the national average of 5%. Objective 2 of the Plan aims to encourage active engagement by communities in the borough and includes proposals to provide access to advice and support to help all communities engage in healthy lifestyles, learning opportunities and decision making. It also includes proposals to ensure provision of advice and support to help communities understand and manage the impact of welfare reform. Objective 5 of the Plan outlines the Partnership's commitment to tackle hate crime including disability hate crime. It includes proposals to raise awareness of exploitation of learning disabled individuals (so called 'Mate Crime'). Objective 6 details proposals to 'develop a borough that communicates effectively' including encouraging the provision of information in accessible formats for all sections of the community.</p>
Gender	No	No	
Gender reassignment	Yes	No	<p>The Plan aims to support activities that work against the social isolation of vulnerable groups – including people who experience discrimination based on gender reassignment. Bury's LGBT network are represented on the Communities group which has overseen development of the Plan. Objective 5 of the plan includes proposals to tackle all forms of hate crime.</p>
Age	Yes	No	<p>The Plan aims to develop a mutual understanding and respect between different age groups. Both young people and older people are represented on the Communities group which has overseen the development</p>

			of the Community Cohesion Plan (through the Older People Forum and Children Services). Bury's Youth Cabinet discussed key elements of the Plan at their meeting in October 2012. Objective 1 includes proposals to 'support young people as our leaders of tomorrow'. Actions to support delivery of Objective 2 (encourage active engagement) should help us engage more effectively with all age groups in the borough. Objective 3 (promote shared values and belonging) includes proposals to promote activities that 'bring communities together', which includes people of all ages.
Sexual orientation	Yes	No	The Plan aims to support activities that work against the social isolation of vulnerable groups – including people who experience discrimination based on their sexual orientation. Bury's LGBT network are represented on the Communities group which has overseen development of the Plan. Objective 5 of the plan includes proposals to tackle all forms of hate crime, including homophobic hate crime and homophobic bullying in the borough.
Religion or belief	Yes	No	The Plan aims to promote faith and interfaith awareness and understanding. Representatives from three faith groups (Jewish, Islamic and Christian faith) are represented on the Communities Group which has overseen development of the Plan. Objective 4 of the Plan includes proposals to develop stronger relationships with and among different faith communities across the borough ensuring that they are able to contribute to the development of policy and service planning.
Caring responsibilities	Yes	No	The Plan aims to support activities that work against the social isolation of vulnerable groups – this will include carers. Objective 2 includes proposals to encourage active engagement by communities in the borough, promoting community engagement as a key element to service planning and

			delivery. This will include engagement with carers. It also includes proposals to support all communities to develop strategies for engaging in healthy lifestyles.
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	Yes	The Plan supports various projects that bring together all sections of the community. For relations between different groups to improve, there needs to be increased contact, so that tolerance and understanding can be fostered. In particular, the Plan includes proposals to tackle hate crime across the borough.
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	As the Plan aims to benefit all sections of the community in Bury, and due to the Plan being produced in consultation with a variety of external and internal partners across the different equality groups, it helps to work against any negative perceptions of unfairness that may develop in the community.
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	Promoting positive relationships between communities is at the heart of community cohesion. It naturally follows that the activities of this Plan are all directly or indirectly geared towards achieving this objective.

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
The Plan has been guided by the recommendations made by the Commission for Integration and Cohesion (CIC), issued in 2007. The Plan adopts a definition of community cohesion as outlined by the CIC.	The document outlined can be accessed at the following webpage on the internet www.bury.gov.uk/communitycohesion	2007
The Plan is also guided by the Creating Conditions for Integration, issued by the Government in 2011.	www.bury.gov.uk/communitycohesion	2011
The Plan references a range of data that shows Bury's distinctiveness as a place. The aim is to show the importance of cohesion in addressing some of the issues that our communities still face.	www.buryinsight.org.uk/	2012
The Plan has also been produced through the Team Bury Communities Group. This	The Plan will also be available on the internet once it has been approved and adopted	2012

<p>includes representatives from faith communities, Third Sector organisations, BME Forum, Bury LGBT Network, BADDAC, Older People Forum, Children Services, Police, Fire and Rescue Service, Public Health, Clinical Commissioning Group and Bury Council. Consultation was also carried out through key partners including B3SDA and Bury Youth Cabinet.</p>		
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4b. Are there any information gaps, and if so how do you plan to tackle them?

Two distinct gaps in information that we have identified are for Travellers and for Carers. We will be meeting with both services that facilitate their work to see where the Community Cohesion Plan can be of benefit, to garner theirs and service users views on how elements of the action plan can be progressed in the Borough and gather pertinent information that can inform future planning of services in Bury.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

What will the likely overall effect of your policy/service plan be on equality?	Promoting positive relationships between communities is at the heart of community cohesion. It naturally follows that the activities of this Plan are all directly or indirectly geared towards achieving this objective.
If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?	N/a
Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.	This will form part of further discussions at Team Bury Communities Thematic Partnership meetings where all partners will be able to highlight equality issues and have an opportunity to formulate solutions.
What steps do you intend to take now in respect of the implementation of your policy/service plan?	<p>The Plan once approved will be adopted and published on the internet at www.bury.gov.uk/communitycohesion</p> <p>A detailed action Plan will be developed through the Team Bury Communities Group. This will detail the projects and responsible organisations for delivering projects to support the priorities within the Plan. The Action Plan will also be subject to 'equality analysis' to ensure it has considered the needs of all communities across the borough.</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.

The Action Plan that is linked to the Plan itself will be reviewed annually by the Team Bury Communities Thematic Partnership, with a full revision within 3 years. The Action Plan will be subject to 'equality analysis' to ensure it meets the needs of all communities across the Borough.

Team Bury's Communities Group will develop, agree and monitor performance indicators to monitor the impact the Plan is making in the borough. Bury Council's commitments in the Plan will be included and monitored through the Council's performance management framework.

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.