

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	
Service	Policy & Improvement Team	
Proposed policy	Bury Council Corporate Plan	
Date		
Officer responsible for the 'policy' and for completing the equality analysis	Name	Amy Svensson
	Post Title	Improvement Adviser
	Contact Number	0161 253 6549
	Signature	Amy Svensson
	Date	
Equality officer consulted	Name	
	Post Title	
	Contact Number	
	Signature	
	Date	

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	The refreshed Bury Council Corporate Plan, whilst no longer a statutory document, is still a very important planning and delivery document. It is a key document within the council's Policy Framework, reflecting on the past year's performance, setting out the council's priorities for the next year and providing a solid foundation for departmental plans and service delivery.
Who are the main stakeholders?	The Council and residents of Bury.

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	
Disability	Yes	No	The Bury Council Corporate Plan incorporates the three Plan for Change outcomes including 'Supporting our most vulnerable residents'. The key projects that will support this outcome include the modernisation of the Learning Disability Services to improve the range of facilities, locations and activities available to people with learning disabilities and 'New Horizons' a new programme to support young people between the age of 19 and 25 who have learning difficulties and disabilities by providing appropriate training programmes at Bury College.
Gender	No	No	
Gender reassignment	No	No	
Age	No	No	The Bury Council Corporate Plan incorporates the the three Plan for Change outcomes including 'Supporting our most vulnerable residents'. The key projects supporting this include the investment to upgrade housing schemes to provide extra support for older people and the Early Intervention Strategy will strengthen our preventative services to reduce the number of children and young people admitted into care and ensure that there is social care provision for young people in a variety of appropriate settings.
Sexual	No	No	

orientation			
Religion or belief	No	No	
Caring responsibilities	Yes	No	The Bury Council Corporate Plan incorporates the three Plan for Change outcomes including 'Supporting our most vulnerable residents'. The key projects that will support this outcome include the investment to upgrade housing schemes to provide extra support for older people and the modernisation of the Learning Disability Services to improve the range of facilities, locations and activities available to people with learning disabilities.
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)	No	
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

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
Choice Consultation - As part of the Plan for Change, the council carried out the Choices consultation where residents, staff and stakeholders were asked from ten choices what they felt should be the council priorities. More than 3,500 people participated and identified that the four most important priorities were Supporting vulnerable people, a strong local economy, a decent place to live and maintaining opportunities for high quality education and training.	http://www.bury.gov.uk/CHttpHandler.ashx?id=9040&p=0	Nov 2011
Programme of Savings Consultation - Following on from the Choices consultation the council has undertaken the three year Savings Programme consultation exercise. The programme allows more time for the council to plan ahead to achieve savings targets.	http://www.bury.gov.uk/CHttpHandler.ashx?id=8876&p=0	Jan 2012
Draft Programme of Savings 2013/14 – 2014/15 – With a further £9 million savings to be achieved by 2015 the council launched a consultation exercise outlining the savings proposals.	http://www.bury.gov.uk/CHttpHandler.ashx?id=10895&p=0	Nov 2012

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

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5. CONCLUSIONS OF THE EQUALITY ANALYSIS

What will the likely overall effect of your policy/service plan be on equality?	It is concluded that the plan is positive by aiming to reduce poverty and inequality.
If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?	None
Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.	None
What steps do you intend to take now in respect of the implementation of your policy/service plan?	The plan will be made available to staff and residents and the progress of the key projects and corporate performance indicators will be monitored on a quarterly basis.

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.

Corporate performance indicators linked to each of the Plan for Change outcomes will enable us to monitor progress on a quarterly basis. Monitoring of the plan will continue with regular reports of the results to Executive and Internal Scrutiny Committee.

The plan will be reviewed in June 2013 when baseline and target data will be available following the completion of the year-end performance report. It will then continue to be reviewed on an annual basis.

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.