

EQUALITY IMPACT ASSESSMENT STAGE 1 - INITIAL IMPACT ASSESSMENT

The following questions will identify if this policy, procedure or working practice discriminates against any particular social group.

Report To	Executive
Title of Report	Community Cohesion – Draft Bury Values Prospectus
Name of Policy, Procedure or Working Practice	Bury Values Prospectus
Date of Meeting	7 November 2007

About the Policy, Procedure or Working Practice

1. Purpose – What are the aims, objectives and purpose of the policy, procedure or working practice?

The Values Prospectus aims to capture and define a set of shared values to which all can subscribe, and provide a foundation for community cohesion in Bury. As a sign of commitment the Values Prospectus will form a preface to the Council Constitution in order to guide decisions of Members and officers of the Council. The Council is committed to leading by example across all points in the document.

2. Desired Outcomes – Outline what the policy, procedure or working practice will achieve

To establish what is meant by the term “community cohesion” in Bury. Adoption of the Values Prospectus as a preface to the Council Constitution represents a benchmark against which the actions of Members and Officers can be judged and thus is intended to demonstrate in practical terms that the Council takes the issue of community cohesion seriously. One significant outcome is that, by this means, communities will be motivated to work with the Council and its partners to identify potential extremist activity, which might otherwise put community safety at risk. The document addresses the issue of resentment potentially building up regarding the perceived treatment of others, which might lead to the development of far right activity and the breakdown of community and social cohesion.

3. Who is intended to benefit from the policy, procedure or working practice and how will they benefit?

It is intended that all communities and individuals who live, work, study or visit the Borough will benefit equally and positively as any other outcome would negate the intention behind the document

**4. Who are the main stakeholders? (eg partnerships, other departments etc)
Elected Members and Officers of the Authority and Members of the Bury Local
Strategic Partnership**

Impact

The policy, procedure or working practice may have a differential impact on people's race, religion/belief, disability, gender, age, sexual orientation or caring responsibilities; which could be positive (it could benefit) or negative (it could disadvantage). The policy, procedure or working practice may also have a neutral impact (no consequences).

Please complete the table below to identify the impact, give details of the impact, identify the people impacted and to detail if there is a justification. Please also detail any evidence. If there are gaps in your evidence or unjustifiable negative or positive impact(s) then you will need to proceed to Stage 2 Consultation to gather more information.

	Positive Impact (✓)	Negative Impact (✓)	Neutral Impact (✓)	Reason for Impact	Details of People Impacted (e.g. BME community, wheelchair users, females etc)	Evidence (this may include statistics or data already collected)	Can any positive/negative impact be justified? Is it lawful? (e.g. positive action)
Race	✓) see section 4 above			Increased cohesion benefits a potentially disadvantaged group	All races		Positive action – signalling the intention of the Council and its partners to work with, and address the concerns of potentially disadvantaged groups and guard against extremism, including far right activity

Religion/Belief	✓) see section 4 above			ditto	All religions	Consultation with, and representations from, faith based organisations	Ditto, particularly where religion is used as a proxy for race
Disability	✓) see section 4 above			ditto	Any disability	Specific suggestions for action on service delivery from representatives of disabled people	Positive action – signalling the intention of the Council and its partners to work with, and address the concerns of a potentially disadvantaged group, particularly in the area of service delivery
Gender	✓) see section 4 above			ditto	Both genders		Positive action – signalling the intention of the Council and its partners to work with, and address the concerns of a potentially disadvantaged group where any discrimination might occur

Age	✓) see section 4 above			ditto	Young and elderly		Positive action – signalling the intention of the Council and its partners to work with, and address the concerns of a potentially disadvantaged group where any discrimination might occur
Sexual Orientation	✓) see section 4 above			ditto	any		Positive action – signalling the intention of the Council and its partners to work with, and address the concerns of a potentially disadvantaged group where any discrimination might occur
Caring Responsibilities			✓)		No specific impact		

Has any negative/positive impact(s) been identified which cannot be justified?

Yes You will need to proceed to Stage 2 or Stage 3 of the Equality Impact Assessment process

No There is no need to proceed to Stage 2 or Stage 3

Should the policy, procedure or working practice proceed to the Stage 2 Partial Impact Assessment?

Yes No

Should the policy, procedure or working practice proceed to the Stage 3 Full Impact Assessment?

Yes No

Date on which the Stage 2 or Stage 3 Impact Assessment should be completed

Findings of Initial Impact Assessment included in main body of report

Please Yes

Initial Impact Assessment sent to Corporate HR to be uploaded to web

Please Yes

This Initial Impact Assessment has been completed to the best of our knowledge	
Details of Officer Completing Initial Impact Assessment	
Name:	Colin Fishwick
Post Title	Head of Urban Strategy and Neighbourhoods
Department/Section	Chief Executives
Contact Number	0161 253 5222
Signature:	
Date	22 October 2007
Details of Departmental Equalities Representative	
Name:	Andrea Gorton
Post Title	Principal Administration Officer
Department/Section	Chief Executive's Business Support Unit
Contact Number	0161 253 5335
Signature:	
Date	