

## 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.

<b>Report To</b>	Council
<b>Title of Report</b>	Bury Plan 2008-2011
<b>Name of Policy, Procedure or Working Practice</b>	Corporate Plans and Performance Plan
<b>Date of Meeting</b>	26 March 2008

### About the Policy, Procedure or Working Practice

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

To identify and inform the public, partners, staff and other stakeholders of the council's priorities for 2007-2010.

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

The Plan sets the context and direction for the council over the next three years.

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

All residents in the Borough – although some priorities (eg Better Opportunities for Children and Young People, Promoting Healthier living) focus on specific client groups

**4. Who are the main stakeholders? (eg partnerships, other departments etc)**

Elected Members, Staff, Partners

Public

Outside bodies (Government departments, External Auditors, Inspectors)

## 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.

	<b>Positive Impact</b> (✓)	<b>Negative Impact</b> (✓)	<b>Neutral Impact</b> (✓)	<b>Reason for Impact</b>	<b>Details of People Impacted (e.g. BME community, wheelchair users, females etc)</b>	<b>Evidence (this may include statistics or data already collected)</b>	<b>Can any positive/negative impact be justified? Is it lawful? (e.g. positive action)</b>
<b>Race</b>			✓				
<b>Religion/Belief</b>			✓				
<b>Disability</b>	✓			The council is promoting wellbeing and independence to reduce the impact of long term conditions	Social care users and their carers PCT Service providers	Priorities are in line with national policy and based on research from the needs assessment. Specific proposals for change will be subject to for extensive consultation with stakeholders	
<b>Gender incl Transgender</b>			✓				
<b>Age</b>	✓			Priorities include positive outcomes for Children and Young People and older adults	Under 18s  All Residents (aged 50+)	Neighbourhood data tells us that there are inequalities in educational attainment and health outcomes across the Borough and across age ranges. Our priorities seek to address underperformance in these areas to improve life chances for young and old.	

<b>Sexual Orientation</b>			✓				
<b>Caring Responsibilities</b>	✓			Supporting carers is a priority	Carers	Carers undertake a key role in the care of people in need. The council wants to support this role, recognising the value of this work in helping people to live in the community for longer.	

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, and a copy of the EIA attached to the report for submission

Please ✓ Yes

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

Please ✓ Yes

<b>This Initial Impact Assessment has been completed to the best of our knowledge</b>	
<b>Details of Officer Completing Initial Impact Assessment</b>	
Name:	H Downie
Post Title	Head of Performance and Corporate Planning
Department/Section	Chief Executives
Contact Number	0161 253 5125
Signature:	
Date	13 March 2008
<b>Details of Departmental Equalities Representative</b>	
Name:	
Post Title	
Department/Section	

Contact Number	
Signature:	
Date	

