

Equality and Cohesion Impact Assessment (ECIA) Initial Screening Form



The following questions will identify what type of impact your proposed policy, procedure, strategy, plan or working practice will potentially have upon the diverse groups within our community and their cohesion.

Your answers should form part of the development of your proposal, and inform your decision making process.

This will ensure that you consider the potential impact of your proposals on equality and cohesion, and make sure that as far as possible any negative consequences are eliminated or minimised, and opportunities for promoting equality and cohesion are maximised.

Name of Proposal	TRANSFORMING BURY: A TRANSFORMATION STRATEGY FOR BURY COUNCIL	
Service		
Department		
Date	28 February 2011	
This initial screening Equality and Cohesion Impact Assessment has been completed to the best of our knowledge:-		
Officer Completing the ECIA	Name:	Michael Greene
	Post Title:	Communities Manager
	Contact Number:	5121
	Signature:	
	Date:	28 Feb 2011
Details of the Equalities Representative consulted	Name:	Karen Brockway
	Post Title:	Resources Division Practice Manager
	Contact Number:	5124
	Signature:	
	Date:	01 March 2011

For further information and support, please refer to the Guidance Notes found on the intranet at <http://intranet.bury.gov.uk/CE/PersonnelDivision/CorpHumanResources/EqualityDiversity/default.asp> or contact your Departmental Equality Representative:-

- Adult Care Services – Karen Young extn 6123
- Chief Executive's Department – Karen Brockway extn 5124
- Children's Services – Liz Trayford extn 5658
- Environment and Development Services – Hayley Whittles extn 5334

Details about your proposal.

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

Over the coming years local authorities face a number of challenges including:

- 30% cut in revenue grant for local authorities
- Central government seeking to reverse a culture of dependency on local public services
- New proposals in the Localism Bill giving greater power to communities
- Continuing increases in demand for statutory services arising from both an ageing population and increases in child protection referrals.

The Transformation Strategy provides a 'root and branch' review of what we are aiming to achieve as set out in the vision statement in the Bury Plan, and what we need to put in place to achieve it. This takes into account the council's statutory duties, the key outcomes the council is seeking to secure, the seven transformation principles and the current form and function of the council.

2. DESIRED OUTCOMES: Outline what the policy, procedure or working practice will achieve.

To provide leadership, instill confidence about the future and create a dynamic process of planned change through an inclusive engagement process.

3. Who are the main stakeholders? (eg services, community groups, partnerships, other departments etc)

All residents; employees; public sector agencies; and voluntary & community groups in Bury.

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

All residents; employees; public sector agencies; and voluntary & community groups in Bury by delivering sustainable public services fit for the future.

5. Who will be affected by this policy, procedure or working practice but will not directly benefit?

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6. Equality Impact

The policy, procedure or working practice may have a differential impact dependant upon a person's race, religion/belief, disability, gender, gender identity, age, sexual orientation or caring responsibilities. The impact could be positive (and benefit certain groups) or negative (and disadvantage certain groups). Alternatively there may be a neutral impact (where there are no consequences).

Please complete the table below to provide details of the impact, your reasons for reaching such conclusions and any justification for taking the proposed actions.

	Positive Impact (✓)	Negative Impact (✓)	Neutral Impact (✓)	Reason for Impact (Why will there be such an impact?)	Details of People Impacted (Who will be affected and how? Eg. disabled people due to lack of access.)	Can any positive/negative impact be justified? Is it lawful? (e.g. positive action)
Race			x	At this stage as the strategy is the document which provides an overall strategic direction for the authority it has a neutral impact each strand. At the implementation stage individual services will carry out ECIA's and equality and diversity is integrated in to STAR process.		
Religion/Belief			x			
Disability			x			
Gender incl Gender Identity			x			
Age			x			
Sexual Orientation			x			
Caring Responsibilities			x			

7. Cohesion Impact

Community Cohesion goes beyond the issues of tracking equality related discrimination and social exclusion. It is important to look at the potential impact of the service or policy on all the different sectors of the community and community relations.

A policy may have a negative or positive impact on one or more groups within the community. For example if a grant fund is aimed at one particular community how will other communities perceive this and how can this policy be used to promote community relations? **Please complete the questions below to assess the community relations implications of this policy.**

		Yes (✓)	No (✓)	Not Applicable		Describe any concerns there may be relating to these relationships and perceptions	Is a Full Impact Assessment Required?	
				(✓)	Please also explain why (Eg. No groups impacted)		Yes	No
7a	Will this policy, procedure or working practice promote strong and positive relationships between the groups/communities identified?	x						
							Yes	
							No	x
7b	Does this policy, procedure or working practice bring groups/communities into increased contact with each other AND raise issues regarding their understanding and respect for each other?		x				Note: If you answered any of the following:- No to 7a Yes to 7b Yes to 7c	
7c	Could this policy, procedure or working practice be perceived as being unfair by parts of the community who do not directly benefit from it.		x				your proposal has the potential to impact upon community cohesion and so you must proceed to a Full Impact Assessment.	

8. Where appropriate, please list all evidence used to decide the impact of your proposal. This could include details of who you consulted and what the outcome was, any data from the consultation exercise, service monitoring, satisfaction surveys, census data, complaints monitoring, legislation, guidance or comments from service users, clients or stakeholders.

- Strategic Priorities Executive
- Overview Management Committee
- Trade Unions
- Employees
- Stakeholders (Public Service Board, Voluntary and community sector)
- Elected Members
- Residents

9. Where you have gathered evidence or carried out any consultation, please summarise the facts and issues which arose as a result.

The strategy will undergo a wide consultation process. The ECIA will be update following this process.

10. Have you identified any gaps in your evidence or conclusions?

If there are gaps in your evidence, it is likely that further research and a Full Impact Assessment will be required.

Please ✓ as appropriate	Yes		No	x
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11. Are there any unjustifiable negative or positive impacts?

If so, it is likely that further research and a Full Impact Assessment will be required.

Please ✓ as appropriate	Yes		No	x
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12. State the risks and weigh them against the benefits of implementing the proposal, then explain the rationale behind what you intend to do next. This could be either

- to proceed with the proposal,
- make amendments to the proposal, or
- to carry out further investigations and prepare a Full Impact Assessment.

Not to implement the strategy could have a serious impact on the future of the council and how it will meet future service demands with a reducing budget. .

13. If you intend to proceed with the proposal, please list clearly what monitoring arrangements have been put in place to monitor the impact of the policy, procedure or working practice.

Will you review the policy, procedure or working practice regularly? (for example every 3 years)
 If appropriate, will statistics be gathered to evidence the impact of the policy? How will they be published? (For example service user satisfaction rates or user take up broken down by equality strand.)

14. As a result of this ECIA Initial Screening exercise, is a Full Impact Assessment required?

Please ✓ as appropriate	Yes		No	x
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15. Has a copy of this EIA Initial Screening exercise been sent to Corporate HR for uploading to the web? (equality@bury.gov.uk)

Please ✓ as appropriate	Yes	x
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16. Have the findings of this EIA Initial Screening exercise been included in the main body of any report, and a copy attached to the report for submission.

Please ✓ as appropriate	Yes	x	No	
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