

# 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

<b>Department</b>	Corporate Core	
<b>Service</b>	Governance and Assurance	
<b>Proposed policy</b>	Corporate Plan 2020-22 (2021 refresh)	
<b>Date</b>	5 <sup>th</sup> March 2021	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Lisa Featherstone
	<b>Post Title</b>	Deputy Director – Governance and Assurance
	<b>Contact Number</b>	07812 669764
	<b>Signature</b>	<i>L Featherstone</i>
	<b>Date</b>	5 March 2021

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>The Corporate Plan is a key delivery vehicle to support delivery of Bury 2030. It sets out the priorities of Bury Council and CCG, under the single leadership and departmental structure, for the period 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2022.</p> <p>The 2021 refresh reflects on the updated priorities for 2021-22 to support delivery of the Let's do it! strategy.</p> <p>Through focused delivery of the objectives within the plan improvement in services, experiences and outcomes will be achieved for the population of the Borough.</p>
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<b>Who are the main stakeholders?</b>	<p>Primarily the Corporate Plan is an internal document, however in addition to the respective departments who will facilitate its delivery, the key stakeholders are the wider citizens, residents and patients of the Borough.</p>
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### 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	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>
Disability	Yes	No	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>
Gender	Yes	No	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>

Gender reassignment	Yes	No	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>
Age	Yes	No	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>
Sexual orientation	Yes	No	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>
Religion or belief	Yes	No	<p>The Corporate Plan sets out a commitment for Inclusion to be at the Core of all that we do through the delivery of seven objectives following the recent independent Equalities Review.</p> <p>Additionally, specific priorities seek to ensure Inclusion is further embedded and that positive outcomes are delivered for all, which will have a positive impact in this area.</p>

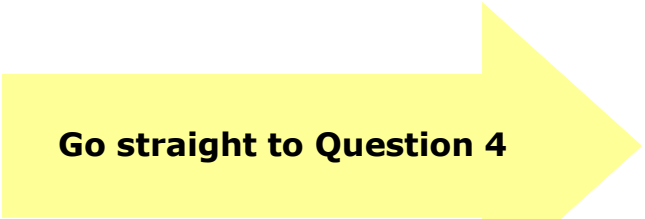
Caring responsibilities	No	No	
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

**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	Through the delivery of the Corporate Plan, which includes underpinning work programmes to establish and support communities in a different way through building trust, relationships and strong networks there will be positive steps taken to eliminate discrimination and advance equality of opportunity.
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	Through the delivery of the Corporate Plan, which includes underpinning work programmes to establish and support individuals and communities in a different way through building trust, relationships and strong networks there will be positive steps taken to remove and minimise disadvantages experienced within and across our population.
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	Through the delivery of the Corporate Plan, which includes underpinning work programmes to establish and support individuals and communities in a different way through building trust, relationships and strong networks there will be positive steps taken to foster good relations through promotion of understanding, improved experiences and outcomes.

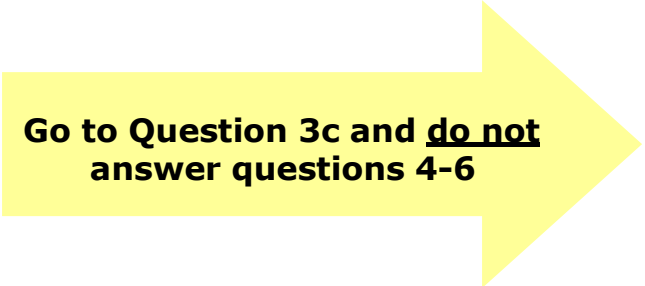
**If you answered 'YES' to any of the questions in 3a and 3b**

**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 (including a list of all EAs carried out on existing policies/procedures/strategies), **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.)

<b>Details of the equality information or engagement</b>	<b>Internet link if published</b>	<b>Date last updated</b>
<p>The Corporate Plan is a delivery vehicle for the Let's do it! (Bury 2030) Strategy which has recently been approved.</p> <p>The Corporate Plan has been refreshed in the context of feedback on the strategy and updated to include new priorities.</p> <p>At the core of this Corporate Plan sits Inclusion and each programme of work outlined within the documents will also be required to demonstrate completion of and consideration to wider Inclusion requirements.</p>	N/A	N/A

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

No
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## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<b>What will the likely overall effect of your policy/service plan be on equality?</b>	Positive
<b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b>	N/A
<b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b>	No
<b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b>	Following approval of the Corporate Plan, the departmental plans will be approved for delivery in year. Performance and outcomes against the deliverables and supporting KPIs will be monitored regularly and reported quarterly.

## 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.**

Monitoring Reports will be provided on a quarterly basis.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO YOUR DEPARTMENTAL EQUALITY REPRESENTATIVE FOR RECORDING.**