

## 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>	Communities & Wellbeing	
<b>Service</b>	Policy & Improvement Team	
<b>Proposed policy</b>	Bury's Poverty Strategy 2014-16	
<b>Date</b>	07/05/2014	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Sarah Marshall
	<b>Post Title</b>	Performance Officer
	<b>Contact Number</b>	0161 253 7658
	<b>Signature</b>	Sarah Marshall
	<b>Date</b>	07/05/2014
<b>Equality officer consulted</b>	<b>Name</b>	Mary Wood
	<b>Post Title</b>	Principal Officer – Equalities
	<b>Contact Number</b>	0161 253 6795
	<b>Signature</b>	 14/2014
	<b>Date</b>	29 <sup>th</sup> May 2014

### 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>The Child Poverty Act 2010 requires local authorities to produce child poverty strategies and to work with local partners to reduce and prevent child poverty in the area. In Bury, we feel that in order to achieve this we must look at poverty across all of our communities, and this document provides details of our key strategic objectives, projects and performance indicators.</p> <p>The strategy was written in February 2013 and has been refreshed in May 2014 to reflect on progress to date and take account of any new developments. The Welfare Reform Board is responsible for monitoring progress against the strategy.</p>
<b>Who are the main stakeholders?</b>	<p>Welfare Reform Board  Team Bury  Partnership organisations  Third sector  All council departments  All front line staff  All residents of Bury</p>

### 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 Poverty Strategy has five strategic objectives including 'Claiming what is due' which will look at ensuring our residents claim what they are entitled to and that they are aware of changes to their benefits following the Welfare Reform. This will be key to improving the quality of life for those residents who are benefit-dependent, many of whom are disabled. Another objective is 'Work works' which takes a holistic approach to addressing worklessness, developing skills and encouraging employers to diversify their workforce.
Gender	No	No	
Gender reassignment	No	No	
Age	Yes	No	The Child Poverty Act 2010 requires local authorities to produce child poverty strategies and work with local partners to reduce and prevent child poverty in their area. However, this strategy looks at poverty across all our communities as well as children. There are five strategic objectives within this strategy, one of which is 'Breaking the cycle' which includes projects to assist our children and young people to develop aspirations and expectations to be all they can be. The strategy also takes into account childcare and early years to promote early intervention

			which is more effective in reducing long term poverty.
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	Yes	No	There are five strategic objectives within the strategy. The 'Breaking the cycle' strategy looks at people who are born into poverty all too often live in poverty throughout their lives. Raising aspirations and expectations is really important in helping people get out of poverty. Schools also have a vital role in ensuring our children and young people develop aspirations and expectations to be all they can be.
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.**

<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Reason for the relevance</b>
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)	Yes	By working to address and reduce poverty the strategy will benefit all residents in the borough who experience poverty but will particularly help children, older people and those who are disabled who are disproportionately affected.
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.)

<b>Details of the equality information or engagement</b>	<b>Internet link if published</b>	<b>Date last updated</b>
<b>Residents' Focus Group</b> - A focus group was carried out during the Poverty HIGHLIGHT Review involving ten people with different circumstances. The majority of the group defined poverty as when "you can't afford to eat or clothe yourself." The group suggested that one location for benefits advice, less confusing paperwork, confidence building courses, training in a non-formal environment, flexible jobs that fitted around childcare and free childcare would help their current situation.	<a href="#">N/A</a>	<a href="#">2009/10</a>
<b>Partnership Workshop</b> - A workshop was held in September 2011 involving staff from Team Bury organisations. As well as partnership organisations, children and young people, people during moments of need, lone parents, neighbouring authorities, children's centres, schools and colleges, service users and Revenues and Benefits should be involved in future consultation. A variety of methods were suggested.	<a href="#">N/A</a>	<a href="#">Sept 2011</a>
<b>Focus Groups</b> - A number of focus groups were held in February 2012 with young people, people living on benefits and people with disabilities. All of the groups involved agreed that poverty is an issue in Bury and that they were personally aware of people in poverty.	<a href="#">N/A</a>	<a href="#">Feb 2012</a>

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

## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<b>What will the likely overall effect of your policy/service plan be on equality?</b>	The overall effect of the strategy on equality is positive particularly in respect of disability, age and caring responsibilities by aiming to reduce poverty and inequality, which is disproportionately experienced by people with these characteristics.
<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>	None
<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>	None
<b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b>	The refresh will be considered by Overview and Scrutiny for approval. The strategy will be made available to staff and residents via the internet and the progress of the key projects and performance indicators will be managed and monitored by the Welfare Reform Project Board.

## 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.**

The Poverty Strategy includes key projects and performance indicators which will be managed and monitored by the Welfare Reform Project Board on a bi-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](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**