

# Equality Impact Assessment Form

A copy of this form is available on the Intranet.

## Screening

Name of strategy, project or policy:

Working In Partnership Policy Statement

Officer completing assessment:

Carolyn Wilkins, Chief Executive
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Telephone:

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1. What is the main purpose of the strategy, project or policy?

Rossendale Borough Council is engaged in many different types of partnership which vary in size, scope and impact. This Policy Statement sets out the process of ensuring we have the appropriate governance arrangements in place for the partnerships we are involved in, that they are contributing a valuable outcome and that they are effective.
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2. List the main activities of the project, policy (for strategies list the main policy areas)

The Policy Statement sets out 7 steps to be carried out following the audit of partnerships to ensure effective partnership working:  Step One: Audit of Partnerships Step Two: Review Partnership activity Step Three: Good Partnership Governance Step Four: Value For Money Step Five: Systems and Processes Step Six: Strong Corporate Governance Step Seven: Clear Accountability
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3. Who will be the main beneficiaries of the strategy, project or policy?

Rossendale BC in ensuring effective partnership working together with all residents of the Borough as the Council improves the effectiveness of its working arrangements in order to deliver on its objectives and priorities.

4. Use the table below to tick:

- (a) Where you think that the strategy, project or policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- (b) Where you think that the strategy, project, policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		<b>Positive Impact – it could benefit</b>	<b>Negative Impact – it could disadvantage</b>	<b>Reason</b>
<b>Gender</b>	Women	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
	Men	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Race</b>	Asian or Asian British people	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It

				specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
	Black or black British people	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
	People of mixed race	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
	Irish people	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
	White people	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.

	Chinese people and other minority ethnic communities not listed above	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Disability</b>	Physical/learning/mental health	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Sexuality</b>	Lesbians, gay men and bisexuals	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Gender Identity</b>	Transgender people	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Age</b>	Older people (60+)	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It

				specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
	Younger people (17-25), and children	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Belief</b>	Faith groups *	√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.
<b>Equal opportunities and/or improved relations eg Rural</b>		√		The Policy Statement is focused on improving governance, accountability and value for money in relation to partnership working. It specifically asks if the partnership is contributing to/in line with Rossendale BC's Equalities Strategy.

**Notes:**

\* Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

5 If you have indicated there is a negative impact on any group, is that impact:

Legal?      YES          NO

(i.e. it is not discriminatory under anti-discriminatory legislation)

Intended? YES  NO

Level of impact HIGH  LOW

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

6 a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

Not Applicable
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a) Could you improve the strategy, project or policy's positive impact?

Explain how:

The Member Development programme to support the Policy Statement will improve the delivery of the Equalities Strategy by expanding the principles to partnership working.
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*You may wish to use the action sheet at the end of Section two.*

7 If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

<u>n/a</u>
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Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

Signed: Carolyn Wilkins.....

Date: 19.10.2006.....

**APPENDIX A**

**Section Two – Full Assessment**

Name of strategy, project or policy:


Date: .....

**Part a**

1. Looking back at section one of the EQIA, in what areas are there concerns that the strategy, policy or project could have a negative impact?

- Gender
- Race
- Disability
- Sexuality/Transgender
- Age
- Faith

2. Summarise the likely negative impacts.


3. What previous or planned consultation on this topic/policy area/project has taken place/will take place with groups/individuals from equality target groups?

If there has already been consultation what does it indicate about negative impact of this strategy, project or policy?

<b>Equality target groups</b>	<b>Summary of consultation carried out or planned</b>
Women	
Black and minority ethnic communities	
Disabled people	
Lesbians, gay men, bisexuals or trans people	
Older people	
Young people/children	
Faith groups	

4. What consultation has taken place/or is planned with Council staff – including staff that have, or will have, direct experience of implementing the strategy/ policy/ working on the project?


5. Check that research /studies/reports concerning the equality target groups and the likely impact have been used to plan the project and guide it or indicate what research you intend to carry out.

<b>Equality target groups</b>	<b>Title/type/details of report/research</b>
Women	
Black and minority ethnic communities	
Disabled people	
Lesbians, gay men, bisexuals or	



trans people	
Older people	
Young people/children	
Faith groups	

6. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues.

YES  *(Please list them and explain how you will obtain their views)*


NO

**Part b**

**Complete this section when consultation and research has been carried out**

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made/planned to the policy, strategy or project.
- b) As a result of this assessment and available evidence is it important that the Council commissions specific research on this issue or carry out monitoring/ data collection?

*(You may wish to put this information directly onto the action sheet at the end of this form)*

8. Will the changes planned ensure that negative impact is:

Legal?   
*(not discriminatory, under anti-discriminatory legislation)*

Intended?

Low impact?

9. a) Have you set up a monitoring/evaluation/ review process to check the successful implementation of the strategy, project or policy?

YES  NO

b) How will this monitoring/evaluation further assess the impact on the equality target groups/ensure the strategy/project/policy is non-discriminatory?

Details:


***Please complete the action form below, sign the EQIA, retain a copy and send a copy of the full EQIA, including the Action Plan, to the Head of Human Resources.***

Signed: *(completing officer)*

Date:

### **Equality Impact Assessment Action Plan**

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

<b>Issue</b>	<b>Action required</b>	<b>Lead officer</b>	<b>Timescale</b>	<b>Resource implications</b>	<b>Comments</b>