

Equality Impact Assessment Form

Name of Strategy/Policy:	Rossendale Borough Council Economic Strategy	
Officer Name(s):	Fraser Nash	
Job Title & Location:	Acting Regeneration Project Manager Room 206, Futures Park Bacup	
Department/Service Area:	Regeneration	
Telephone & E-mail Contact:	01706 252477 frasernash@rossendalebc.gov.uk	
Date Assessment:	Commenced: February 2008	Completed: 27 th May 2008

1. Impact Assessment – Policy and Target Outcomes

- a) Summarise the main aims/objectives of the strategy, policy, procedure or project (refer to “**Notes for Guidance**” for details).

To provide a framework for action by Rossendale Borough Council and its partners in delivering local, regional and national priorities for the sustainable and appropriate growth of economic prosperity in Rossendale Borough.

- b) Is the policy under review (please tick)

New/proposed Modified/adapted Existing

- c) Who will be the main beneficiaries, targets or users of this strategy, policy, project or procedure?

- Customers/citizens of the district
- Targeted/specific groups of customers/citizens (indicate below in [d]).
- Elected Members/Councillors
- Internal colleagues/customers or other public authorities e.g. government agencies
- Community Groups/voluntary sector groups or campaign/interest groups
- Staff/employees (in their contractual position) and/or potential employees/trainees.

- Any other stakeholder e.g. trade unions, contractors, suppliers, district partners, public agencies (not directly under Council control), intermediaries representing interest groups e.g. tenants, developers, legal agencies or third parties.

Specify in box below:

This is a strategy that looks to improve economic prosperity across the Borough and as such it should be to the benefit of all residents and businesses in the Borough. However it is important to note that a key objective of the strategy is to close the prosperity gap that exists between different communities in the Borough. Therefore those that are in some way disadvantaged within the labour market should be the primary direct beneficiaries of the strategy.

- d) Please detail below specific equality groups – for example disabled citizens, elderly or infirm/female or non-traditional users who are seen as intended beneficiaries from this policy/strategy/project/procedure (see “**Notes for Guidance**”).

Key equality groups as intended beneficiaries (where appropriate):

The strategy is at a level that does not directly address issues of any equality group in either a positive or negative way although there are policies within the strategy concerned with addressing particular barriers that prevent people from entering the labour market.

- e) To assist with the assessment you may need to consider collecting the following information you require, before completing the table in Section 2:

- NATIONAL DATA eg surveys, reports, statistics, etc which point up specific areas/issues.
- LOCAL DATA eg demographics, service mapping studies & relevant research.
- MANAGEMENT INFO eg data collected for operational/financial or other purposes.
- MONITORING DATA eg information already available or collected. For example: disability type, age band, gender, location. (ref existing BVPIs).
- CONSULTATION/CONTACT DATA eg user group feedback, representations, specific consultation events etc.
- CUSTOMER COMPLAINT/FEEDBACK eg results of investigations, inquiries, elected member cases, normal complaints/compliments etc.
- Views of LSP Officers, independent externals, contractors/suppliers, partners and academia (if relevant).
- OTHER eg frontline employee feedback, other research, experiences of other agencies/local authorities, councillors mailbags/surgeries.

f) Is further consultation, data collection or research still required?

Yes

No

(If yes then complete Action Plan)

Key Actions (note responsible officer(s)):

2. Impact – Evidence

- a) Using the table below please tick whether you have evidence that the policy/strategy has a negative, positive or neutral impact on any of the equality groups listed below

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
Gender	Women	The strategy is at a level that does not directly address issues of gender in either a positive or negative way. However the characteristics of the borough's labour market would suggest that some policies are likely to have a greater impact on women. For example, the levels of economic activity amongst the Boroughs female working age population are higher than region and national averages and those policies aimed at addressing			

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
		worklessness may impact more positively on women therefore than on men.			
	Men	The strategy is at a level that does not directly address issues of gender in either a positive or negative way. However the characteristics of the borough's labour market would suggest that some policies are likely to have a greater impact on men. For example, the gap in salary levels between the Borough and the region is much wider for men than for women in the Borough and raising salary levels is one of the key objectives of this			

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
		strategy.			
Race (Ethnicity or Nationality)	Asian or Asian British people	The strategy is at a level that does not directly address issues of race in either a positive or negative way although there are policies within the strategy concerned with addressing particular barriers that prevent people from entering the labour market. Some barriers may be concerned with race related issues.			
	Black or black British people	See Above			
	Chinese or other ethnic people	See Above			
	Irish people	See Above			
	White people	See Above			
	Chinese people	See Above			
	Other minority communities not listed above e.g. traveller/European (please state below):	See Above			
Disability	Physical/learning/mental health	The strategy is at a			

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
		level that does not directly address issues of disability in either a positive or negative way although there are policies concerned with addressing particular barriers that prevent people from entering the labour market of which disability could be one.			
Sexuality	Lesbians, gay men and bisexuals				There should be no specific impact, positive or negative, on the issue of sexuality.
Gender Identity	Transgender people				There should be no specific impact, positive or negative, on the issue of gender identity.
Age	Older people (60+)	As an economic strategy the most significant benefits will be for those that are of working age			

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
		although some of the issues addressed should have wider benefits for the full community e.g. regenerated town centers should be more safe and comfortable to use with a greater range of services provided.			
	Younger people (17-25), and children	As potential future members of the Borough's workforce this strategy should ultimately be working to benefit young people by ensuring that they will have easy access to a range of good quality, local jobs.			
Belief	Faith groups *				There should be no specific impact, positive or negative, on the

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
					issue of belief.
Other Groups (e.g. carers, rural isolation)		As an economic strategy the most significant benefits will be for those that are of working age although some of the issues addressed should have wider benefits for the full community e.g. regenerated town centers should be more safe and comfortable to use with a greater range of services provided.			
Equal opportunities and/or improving relations	Note impact on group relations <u>between</u> and any effects on social cohesion.	Equality of opportunity is included within the strategy as an under-lying principle in order to ensure that this important issues is adequately addressed across all policies within			

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
		the 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.

- b) If the table above is not fully completed, what further information does the Assessor need?

Table fully completed

- c) Based on a summary of the evidence obtained, are there specific equality groups more affected than others by this policy/project etc area? If so indicate briefly below.

The strategy is at a level that does not directly address issues of any equality group in either a positive or negative way although there are policies within the strategy concerned with addressing particular barriers that prevent people from entering the labour market.

3. Impact – Nature/Type

- a) Could you further improve the strategy, project, policy or procedure's positive impact?

YES NO

If "Yes", briefly summarise below how the positive impact could be improved upon.

Key Actions:

The strategy will continue to be reviewed to ensure we maximise the positive impacts.

- b) If you indicated that there is neutral impact, could this be changed to become positive?

YES NO

If yes, briefly summarise below how this impact could be minimised or removed:

Key Actions:

The strategy will continue to be reviewed to ensure we maximise the positive impacts and improve neutral impacts to positives.

- c) You need to think about how you can mitigate any adverse or negative impact or use the policy to promote a positive impact. If the proposed policy or project has a:

High Impact – you have identified that the policy or project will have a high, negative impact i.e. that it may be or is unlawfully discriminating against some groups, you will have to take immediate action to mitigate this.

Or:

Lower Impact – if you have identified that the policy would have a negative or adverse impact (that may not be lawful) you will also need to consider what changes you could make to remove this impact.

If you have identified adverse impact you must determine whether you will recommend that the Council should:

- Change the policy, stating what the changes should be
- Revise the policy, stating the revisions
- Consult further if you feel that you do not have enough information

Actions arising from the impact assessment should form part of the Service Planning Process.

Key Actions:

4. Impact Assessment - Summary

a) Key Findings

Please list the major outcomes/results/findings of this assessment in relation to equality which require action by the Council:

Key Findings:

None

b) "Public Duty" Issues

Refer to "**Notes for Guidance**". Given the three strands of legal duty, please identify which particular issues are essential for the Council to address:

None

5. Impact Assessment – Further Action

a) As a result of collecting evidence (including consultation) have any changes been made, or are planned, to this policy, strategy, procedure or project?

Yes

No

(If yes then complete Action Plan)

Key Actions (note responsible officer(s) or political body as required):

Following consultation within and external to the council modifications have been made to the draft strategy. Additional comments that have been made will be included within the action plan that will support the delivery of the strategy.

b) Has a monitoring/evaluation/review process been set up to check the successful implementation of the policy/strategy including improved outcomes?

Yes

No

If yes, briefly summarise below:

The strategy and subsequent action plan will be reviewed in April 2009 and again each year

c) Please briefly describe how the above monitoring/evaluation will ensure the policy/strategy will be reviewed/monitored for impact (indicate timescale):

Additional impact assessments will be undertaken to ensure that each equality group receives the maximum positive impact

Please complete the Action Plan overleaf

d) If no further action is to be taken as a result of this assessment:

1. Are you convinced that no discriminatory action is evident in the implementation of this policy, procedure, etc?

Yes No

2. Have you weighed up and considered any negative impact and the options to change, alter or adapt?

Yes No

3. Do you intend/recommend a further review? If yes, indicate timescale.

Yes No (Timescale: April 2009)

IMPACT ASSESSMENT ACTION PLAN

Please list below any recommendations for action that you plan to take as a result of this impact assessment (refer to Sections 3 & 4).

Issue	Action required	Lead officer	Timescale	Resource implications	Comments
Ensure delivery of the strategy	Development of an action plan that will support the delivery of the strategy	Fraser Nash	2 months	Staff time	
Monitoring	Review the strategy to ensure it delivers the maximum positive impacts for all equality groups within Rossendale	Fraser Nash	April 2009	Staff time	

Equality Impact Assessment

Checklist & Signature Sheet

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Please check the following steps have been completed before signing below:

- ✓ Sections 1 to 4 completed
- ✓ Action Plan completed
- ✓ Notified all relevant Officers/Service Areas/Partners

Signed:

Job Title: Acting Regeneration Project Manager

Department: Regeneration

Date commenced Assessment: Feb 2008

completed: 27 May 2008

Date received in HR:

Received in HR by:

Please sign the EQIA as indicated above, retain a copy and send a copy of the full EQIA, including the Action Plan, to:

Liz Murphy
Head of Human Resources
Kingfisher Business Centre, Futures Park
Bacup
OL13 OBB
lizmurphy@rossendalebc.gov.uk

MANAGEMENT ACTION REQUIRED (to be completed by the Head of HR)

- Referred back to Assessor for amendment(date)
- Refer to Committee (specify committee & date)
- Considered by Corporate Equalities Implementation Group..... (date)
- Published/made publicly available on (date)

Signed:..... (Head of HR) Date:.....

Date of Review:.....