

## COMMUNITY IMPACT ASSESSMENT INITIAL SCREENING FORM

<b>Name of Community Impact Assessment (the policy, decision, strategy, programme, procedure, action plan, function or service etc.):</b>	Consider reducing the Training Budget	
<b>Officer Name(s):</b>	Liz Sandiford	
<b>Job Title &amp; Location:</b>	Head of People and Policy	
<b>Service Area/ Team:</b>	People and Policy	
<b>Telephone &amp; Email Contact:</b>	01706 252452	
<b>Date Assessment:</b>	<b>Commenced:</b> 8/12/2010	<b>Completed:</b> 8/12/2010

### Is the policy<sup>1</sup> or decision under review

Modified/adapted – A community impact assessment already exists and considers the Equality considerations in relation to the Organisational Development Plan.

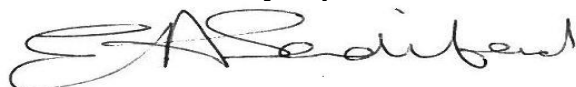
<b>1. Scope of the Community Impact Assessment</b>
This community impact assessment is based only on the decision to reduce the training budget
<b>2. Aims &amp; Objectives</b>
The objective of this community impact assessment is to preliminary consider if the reduction in the training budget will have an impact upon any particular group. The training budget will continue to be able to support the provision of Equality and Diversity Training. All venues will continue to be checked to ensure that they meet the needs of attendees. Any training providers will need to sign the Council's terms and conditions in relation to equalities. Lunch is not funded on any development events so there are no further equality considerations in relation to the provision of meals.

<sup>1</sup> Policy can be defined as a policy document, decision, strategy, function, service, action plan, programme, procedure, initiative or process.

<b>Responsible Section/Team</b>	People and Policy Team	<b>Version</b>	1
<b>Responsible Author</b>	Head of People and Policy	<b>Due for review</b>	31.3.2012
<b>Date last amended</b>	16.12.2010	<b>Page 1 of 2</b>	

<b>3. Impact</b>				
	<b>Positive Impact – it could benefit</b>	<b>Negative Impact – it could disadvantage/ affect differently</b>	<b>Neutral Impact (Neither)</b>	<b>Please indicate whether this is high (H), medium (M) or low (L). If a negative impact is identified please complete a Full CIA<sup>2</sup></b>
<b>Women</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Men</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Race (Ethnicity or Nationality) – BME or Majority Population - please state which group(s):</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>People with a disability (physical, learning/ mental health)</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Lesbians, gay men and bisexual people</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Transgendered people</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Older people (60+)</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Younger people (17-25), and children</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Religious / Faith groups<sup>3</sup></b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
<b>Other excluded groups (e.g. careers, rurally isolated, gypsies &amp; roma travelers, people on low incomes etc.). Please state which group(s):</b>	<input type="checkbox"/>	<input type="checkbox"/>	✓	

Is a Full Community Impact Assessment required? No:      Lead Officer signature:



Date: 10.10.2010

<sup>2</sup> If you have identified any negative impact you *will* need to complete a Full Community Impact Assessment. If there are no negative impacts identified you do not need to complete a Full Community Impact Assessment.

<sup>3</sup> Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, and Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

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