

Equality Impact and Needs Assessment Form

Section One – Screening

Name of strategy, policy or project:
Community Plan for East Devon
Directorate and service area:
Partnership Strategy (lead officer Sue Craythorne, Chief Executive's Directorate)
Name and contact details of officer completing assessment:
Sue Craythorne, Chief Executive's Directorate, 01392 382226, sue.craythorne@devon.gov.uk
<p>1. What is the main purpose of the strategy/policy/project (or the changes you want to make to it)?</p> <p>To set out a partnership strategy to improve the quality of life of residents, workers and visitors to East Devon, concentrating on key priorities which can only be achieved by co-ordinated joint activity by 2 or more organisations. This is the second plan for East Devon, and it intended to set out the direction of the Local Strategic Partnership for the next 3 -5 years from 2006. It will influence LSP partners' own strategies and assist in targeting resources to ensure improved efficiency, co-ordination and reduction in duplication.</p>
<p>2. What are the main activities of the strategy/policy/project?</p> <p>The Community Plan is divided into 7 themes covering a wide range of activity. However, the LSP has decided to concentrate on one key priority for each theme, which are listed below.</p> <p>Community safety - implement the 3 year statutory community safety strategy with a particular focus on reducing anti social behaviour.</p> <p>Inclusion and access - target community support work into those geographical areas where we have recognised difficulties</p> <p>Housing - implement the District Housing Strategy - with a focus on ensuring good quality, affordable housing is available to all households</p> <p>Keeping healthy and independent - Priority: positive mental health as an essential component of other aspects of health and social improvement</p> <p>Culture and leisure - implementing the District Cultural Strategy. Priority: maintaining and improving opportunities for social networking and integration</p> <p>Protecting and enhancing the environment - priority: Seek to improve access, value, quality and use of our local environment in order to improve the physical and mental health of local</p>

communities

Economic Development - implement the District Economic Development Strategy. Priority: Increasing average income opportunities through regeneration.

Improving the LSP

These priorities are to be followed by more specific action plans, the impact of which will be easier to determine than that of the overall strategy.

3. Who is intended to benefit from the strategy/policy/project, and how?

All residents and visitors to East Devon, through improvements to quality of life. Specific improvements are difficult to define from the strategy as currently written

4. Is the strategy/policy/project consistent with the Council's equality policies?

Yes

5. Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies?

Partnership strategy of the LSP: partners include East Devon District Council, East Devon Primary Care Trust, Voluntary sector organisations, business reps, police, and others

6. What impact is the strategy/policy/project likely to have on different sections of the community? You may wish to use the table below as a prompt.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
Gender					
• Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Ethnic Group					
• Asian or Asian British people	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• Black or Black British people	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• Chinese people	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• Gypsy or Roma People	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• Irish People	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• People of Mixed Heritage	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• White People	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• People of other ethnic backgrounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Asylum Seekers and Refugees	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
People with physical, sensory or learning disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Deaf People who use British Sign Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
People with mental	<input checked="" type="checkbox"/>	<input type="checkbox"/>			

¹ Refer to section 3 of the EINA guidance.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
health issues					
Lesbians, gay men and bisexual people	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Trans people	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Age					
• Older people (60 +)	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
• Younger people (17-25) and children	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
People of different faith groups or beliefs including non-believers	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			

Notes:

- 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 assessing positive and negative impacts.
- The categories relating to ethnicity include those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot and Polish that do not appear as separate categories in the census.
- An adverse impact does not necessarily require action to be taken. Actions must remain in proportion with the benefits that could be achieved and resources available to complete them. If adverse impacts are identified and actions for improvement are not proportionate, the reasons for not taking action should be detailed and open to challenge.

7. If you have indicated there is a negative impact on any group, is that impact:		
Legal?	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
<i>(i.e. it is not discriminatory under anti-discriminatory legislation – refer to the Council's website or your Directorate Equality Representative if guidance is needed)</i>		
Intended?	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Level of impact	HIGH <input type="checkbox"/>	LOW <input type="checkbox"/>
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.		
8. a) Could you minimise or remove any negative impact that is of low significance? Explain how:		
b) Could you improve the strategy, project or policy's positive impact? Explain how: The strategy is high level in its statements of intent. Some themes are specifically designed to benefit the more disadvantaged groups while other are intended to be of benefit to all. There could be unintended consequences of adverse impact on particular groups, if the implementation is not done with an equality impact assessment. For example, protecting and enhancing the environment may lead to policies which reduce the availability of land for affordable housing, for gypsies and traveller sites etc. The community safety strategy has the potential to have an adverse impact on young people, who are widely perceived to perpetrate anti-social behaviour. The action plan below seeks to ensure that adverse impacts are minimised. <i>You may wish to use the action sheet at the end of Section Two.</i>		
9. 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?		

Please sign and date this form. Keep one copy, send a copy to your Directorate Equality Representative and publish the results on the Council's website.

Signed: Sue Craythorne

Date: 20th March 2006

Section Two – Full assessment

Name of strategy, policy or project:

Date:

Part A

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

2. Summarise the likely negative impacts.

3. What previous or planned consultation or research on this topic / policy area / project has taken place / will take place with groups / individuals from different sections of the community? If there has already been consultation or research what does it indicate about negative impact of this strategy, policy or project?

Section of the Community	Summary of consultation or research carried out or planned

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

5. 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 below and explain how you will obtain their views)

NO

6. Has the strategy / policy / project been through legal vetting for compliance?

YES

NO

Note: This will only be necessary in conditions where the strategy / policy / project is entirely driven by legislative duties **and/or** where there is doubt about the legal interpretations in relation to the outcomes / service being provided.

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 DCC commission specific research on this issue or carry out monitoring / data collection?

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

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

Legal? YES NO

(not discriminatory, under anti-discriminatory legislation)

Intended? YES NO

Low impact? YES NO

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 different sections of the community/ ensure the strategy/ policy / project is non-discriminatory?

Details:

10. What is the final policy decision for this assessment?

11. There is a legal requirement to publish the outcome of an Equality Impact and Needs Assessment. Please outline how / where this will happen:

Please complete the action plan below, sign the EINA, retain a copy and send a copy of the full EINA, including the Action Plan, to your Directorate Equality Representative.

Signed:

Date:

Equality Impact and Needs Assessment Action Plan

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

Issue	Action required	Lead officer	Timescale	Resource implications	Comments
The EINA does not ensure that implementation of projects is carried out sensitively, or with full regard to equalities impacts.	Theme leads to be made aware of the need to carry out EINA, as projects are implemented	Officers group (DCC Sue Craythorne)	By September 2006	None	
Some theme priorities may conflict with each other leading to adverse impacts	LSP officers group to be made aware	Sue Craythorne	September 2006	None	
The community plan is at a high level and does not spell out much in the way of specific activity. Other strategies referred to have not necessarily had EINAs.	Persuade partners to carry out EINAs on each sub strategy within the Community plan.	Sue Craythorne	September 2006	None	

NOTES: