

# Equality Impact and Needs Assessment Form

## Section One – Screening

Name of strategy, policy or project:
Sustainable Community Strategy for Mid 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, Community Strategy Officer 01392 382226 sue.craythorne@devon.gov.uk
1. What is the main purpose of the strategy/policy/project (or the changes you want to make to it)?
To set out a partnership strategy to improve the quality of life of residents, workers and visitors to Mid Devon, concentrating on 3 key priorities which can only be achieved by co-ordinated joint activity by 2 or more organisations. This is the second plan for Mid Devon, and it intended to set out the direction of the Local Strategic Partnership for the next 3 -5 years from 2006.
2. What are the main activities of the strategy/policy/project?
The strategy sets out 3 key priorities, each of which has between 3 and 6 projects beneath it.
The priorities are:
<ul style="list-style-type: none"><li>- To develop stronger and healthier communities</li><li>- To improve access to information and to services</li><li>- To provide more affordable and decent housing</li></ul>
Activities are:
<ul style="list-style-type: none"><li>- Inclusive community development activity where quality of life is less good than elsewhere</li><li>- Money Advice project on an outreach basis to tackle the growing problem of personal debt</li><li>- Raising educational standards in Tiverton through an Educational Improvement Partnership</li><li>- Establish Children's Centres in Mid Devon's towns to improve access to family support and related services</li><li>- Improve services to vulnerable children and young people through extended services from schools</li><li>- Further develop Customer Service Centre to include partners' services</li><li>- Produce a local directory of services - in paper form as required, as well as electronic</li><li>- Encourage joint inter agency training for front line staff to improve 'holistic' services for adults and children</li><li>- Improve the 'reach' of community transport services</li><li>- Seek new sites for affordable housing from land owned by partners</li><li>- Establish housing needs of 'key workers'</li><li>- Improve the supply of appropriate housing for vulnerable people, including the consideration of re-</li></ul>

designating current warden controlled housing

- Increase the number of units of affordable housing available to young vulnerable homeless people.

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

All residents and workers in Mid Devon, but principally the most vulnerable and those at risk of social exclusion. If the activities above are successfully carried out, then the 'equality gap' should be reduced, community cohesion will increase and communities will be stronger and more sustainable.

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?

Yes. LSP partners include Mid Devon District Council, Mid Devon Primary Care Trust, Police, Voluntary Sector Organisations.

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.

	<b>Positive impact</b> – it could benefit ✓ (check box)	<b>Negative impact</b> – it could disadvantage ✓ (check box)	<b>Reason</b>	<b>Are there additional factors that could contribute to the experience of isolation<sup>1</sup>? If so, what are they?</b>	<b>Evidence</b>
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"/>			

<sup>1</sup> Refer to section 3 of the EINA guidance.

	<b>Positive impact – it could benefit</b> ✓ (check box)	<b>Negative impact – it could disadvantage</b> ✓ (check box)	<b>Reason</b>	<b>Are there additional factors that could contribute to the experience of isolation<sup>1</sup>? If so, what are they?</b>	<b>Evidence</b>
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 checked="" 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: The principal purpose of the strategy is to reduce inequalities within the population. Risks of negative impact on particular groups would rest within the detail of the implementation of particular projects, and are likely to be unintended. Mitigation factors are: Each project should itself include an equality impact assessment to ensure that there is no unintended impact and that all groups are included. Much of the strategy rests on improving information and communication. Each project should consider the nature of its communications, to ensure that groups are not excluded. The strategy also depends on each of the partners agencies adhering to their own equality and diversity policies. Although partners may challenge each other, there is an onus on lead officers for each agency to ensure that as far as possible, their own staff are aware of the need to avoid negative impacts on any particular group.		
b) Could you improve the strategy, project or policy's positive impact? Explain how: Not at this stage. However as the strategy is monitored and performance managed, a regular 'health check' should be undertaken using the EINA. <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 Craythonre

Date: 20<sup>th</sup> 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
Ensure each activity considers equalities impact	Each project within the strategy should consider the nature of its communications to ensure inclusion of all potential beneficiaries	Senior Officers group	At inception of each project	none	
Each delivery agency to adhere to its own equalities policies	Lead officers to monitor	Senior Officers Group	Ongoing	none	
Include equalities issues in performance management framework		Senior Officers Group	by September 06	none	

**NOTES:**