



APPENDIX 3

Full Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

What is being assessed?		Corporate Plan Future Town Future Council	
Lead Assessor	Karen Griffiths Corporate Strategy Manager		Assessment team
Start date	October 2016	End date	November 2016
When will the EqIA be reviewed?	October 2017		Corporate Policy team

Who may be affected by it?	Delivery of the Corporate Plan affects the quality of life of all Stevenage residents.
What are the key aims of it?	<p>Within the Corporate Plan Stevenage Borough Council has outlined its vision, mission and priorities for the next 5 years. These are to:</p> <ul style="list-style-type: none"> - Housing Development - Excellent Council Homes for Life - Stevenage Central Regeneration - Connected to our Customers - Co-operative Neighbourhood management - Financial Security - Performing at our peak - Partner of choice - Employer of Choice <p>Each of these programmes has a number of outcomes, objectives and projects to deliver.</p>



What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	n/a	Promote equal opportunities	<p>Work to increase the number of affordable homes and improve the housing stock will have a positive impact on many BME groups and people with a disability in the town as there is a higher rate of people in social housing from a BME background or with a disability.</p> <p>Work to increase affordable homes and improve the housing stock will have a positive impact on those of a lower socio economic status</p> <p>All equality groups should benefit from activities to regenerate the town centre which will increase housing within the town, improve the local economy through attracting and supporting local businesses such as retailers and leisure providers</p>	Encourage good relations	n/a

			<p>The Connected to our customers programme and associated objectives will impact positively on all equality strands as it ensures development of new online and telephony access to a variety of council services. This will increase the accessibility for all residents to council services. Older people will still be able to access services through traditional routes.</p> <p>The resident engagement element of the programme to develop and implement neighbourhood agreements will positively impact all equality strands most notably age, to increase the frequency and quality of opportunity for voices to be heard.</p>		
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<p>What sources of data / information are you using to inform your assessment?</p>	<p>To ensure a robust strategy that meets the needs of Stevenage residents, the priorities for the Future Town Future Council programme were developed through an analysis of consultation and demographic data and information.</p> <p>Residents helped to shape the development of the plan/programme through the following consultation events:</p> <ul style="list-style-type: none"> • Town wide residents survey 2015 which sought views on council and town priorities • Café choice – Stevenage Day June 2015 <p>The draft was consulted on internally with the Leader, Executive and key officers. The draft plan was scrutinised as part of good governance procedures by the overview and Scrutiny Committee in September 2016.</p> <p>The draft one page plan was consulted on externally with local partners in the through the Council website and was advertised in the Comet newspaper.</p> <p>No changes were made as a result of the final feedback received.</p> <p>Once it has been approved by the council, the one page plan will be published on the council's website.</p>
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<p>In assessing the potential impact on people, are there any overall comments that you would like to make?</p>	<p>The Corporate plan is for all Stevenage residents and is not designed to lead to any reduction in services. The plan articulates areas for improvement and specific focus over the next five years for the council.</p> <p>Some equality groups may benefit more from the plan than others, however it is not envisaged that the plan would lead to a direct negative impact on any specific group.</p> <p>Groups with specific needs like the unemployed, young people, women, older people and families are likely to particularly benefit from the plan as it promotes improvement activity on specific services and on the access to services as a whole.</p>
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	Yes	Negative impact	n/a	Unequal impact	n/a
Please evidence the data and information you used to support this assessment		The work to improve play areas across the town under 'Co-operative and neighbourhood management' will positively impact on children and families by providing improved facilities.			
What opportunities are there to promote equality and inclusion?	n/a	What do you still need to find out? Include in actions (last page)	<p>We will continue to ensure that play areas are inclusive of all children's needs, taking account specifically of the needs of disabled children.</p> <p>As the actions and activities are being developed to support this outcome we will ensure that each action is examined to mitigate any negative impact on all equality strands.</p>		

Disability					
e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment		Work to increase the number of affordable homes and improve the housing stock will have a positive impact on many people with a disability in the town as there is a high rate of tenants in social housing with a disability with 10.45% according to the Housing Census Equality report March 2013			
What opportunities are there to promote	n/a	What do you still need to find out? Include in	As the actions and activities are being developed to support this outcome we will		



equality and inclusion?		actions (last page)	ensure that each action is examined to mitigate any negative impact on all equality strands.
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Gender reassignment			
Positive impact	n/a	Negative impact	n/a
Unequal impact	n/a		
Please evidence the data and information you used to support this assessment		n/a	
What opportunities are there to promote equality and inclusion?	n/a	What do you still need to find out? Include in actions (last page)	n/a

Marriage or civil partnership			
Positive impact	n/a	Negative impact	n/a
Unequal impact	n/a		
Please evidence the data and information you used to support this assessment		n/a	
What opportunities are there to promote equality and inclusion?	n/a	What do you still need to find out? Include in actions (last page)	n/a

Pregnancy & maternity			
Positive impact	n/a	Negative impact	n/a
Unequal impact	n/a		
Please evidence the data and information you used to support this assessment		n/a	
What opportunities are there to promote	n/a	What do you still need to find out? Include in	n/a



equality and inclusion?		actions (last page)	
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Race			
Positive impact	n/a	Negative impact	n/a
Please evidence the data and information you used to support this assessment		n/a	
What opportunities are there to promote equality and inclusion?	n/a	What do you still need to find out? Include in actions (last page)	n/a

Religion or belief			
Positive impact	n/a	Negative impact	n/a
Please evidence the data and information you used to support this assessment		n/a	
What opportunities are there to promote equality and inclusion?	n/a	What do you still need to find out? Include in actions (last page)	n/a

Sex			
Positive impact		Negative impact	
Please evidence the data and information you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	



Sexual orientation e.g. straight, lesbian / gay, bisexual					
Positive impact	n/a	Negative impact	n/a	Unequal impact	n/a
Please evidence the data and information you used to support this assessment		n/a			
What opportunities are there to promote equality and inclusion?	n/a		What do you still need to find out? Include in actions (last page)	n/a	

Socio-economic¹ e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact	Y	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment		Work to increase affordable homes and improve the quality of our housing stock and housing service will have a positive impact on those of a lower socio economic status, those currently homeless and our council tenants			
What opportunities are there to promote equality and inclusion?	n/a		What do you still need to find out? Include in actions (last page)	As the actions and activities are being developed to support this outcome we will ensure that each action is examined to mitigate any negative impact on all equality strands	

Other please feel free to consider the potential impact on people in any other contexts					
Positive impact	Y	Negative impact	n/a	Unequal impact	n/a
Please evidence the data and		Hard copies of the Corporate Plan and Local plan can be made available on request to			

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.



information you used to support this assessment		residents who do not have access to the internet or need the document in alternative languages or format.	
What opportunities are there to promote equality and inclusion?	n/a	What do you still need to find out? Include in actions (last page)	n/a

What are the findings of any consultation with:

Staff?		Residents?	Residents were consulted extensively throughout 2015 to share their priorities and views on our services. This information was used to shape the Future Town Future Council programme.
Voluntary & community sector?		Partners?	
Other stakeholders?			



Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	The EIA demonstrates the policy, service or function is robust and there is no potential for discrimination or adverse impact
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
The plan will be made more accessible for residents	<ol style="list-style-type: none"> 1. Offer translated versions of the document on request 2. Offer large print versions of the document on request 3. Offer printed versions on request 	Karen Griffiths (Corporate Strategy Manager)	To end of programme plan 2020	
Regularly review potential impact of activity on equality groups	<ol style="list-style-type: none"> 1. Ensure completion of EQIAs on each programme and project to the end of the plan 2020/2021. 2. Ensure services that are delivering activity and work programmes to support our corporate outcomes and priorities carry out EQIA analysis when developing and amending work plans. 	Karen Griffiths (Corporate Strategy Manager)	To end of programme plan 2020	



Approved by Head of Service / Strategic Director: Richard Protheroe

Date:

Please send this EqIA to equalities@stevenage.gov.uk