

INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

Section: Chief Executive	Names of those undertaking assessment: Duncan Kerr, Beverly Agass, Hilary Lovell	
Name of Policy to be assessed: Annual Review of Priorities and Non-Priorities (Report CEX378)	Date of Assessment: 14 th August 2007	Is this a new or existing policy?: Report to council
1. Briefly describe the aims, objectives and purpose of the policy: To determine the council's priorities for the next 3 years		
2. What are the key performance indicators? N/A		
3. Who will be affected by this policy? All residents of SKDC, visitors to the district, staff, elected members		
4. Who is intended to benefit from this policy and in what way? Residents of SKDC and visitors to the district		
5. Are there any other organisations involved in the delivery of the service? All partners of the authority		
6. What outcomes are required from this policy and for whom? To increase resident satisfaction with the way the council does things		
7. What factors/forces could contribute/detract from the outcomes? Financial implications		
8. Who are the main stakeholders in relation to the policy? All residents of SKDC, visitors to the district, staff, elected members		
9. Who implements the policy, and who is responsible for the policy? Strategic Management team and Operational Management team		
10. Are there concerns that the policy <u>could</u> have a differential impact on different racial groups? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? Possibly. By having customer service and Local Neighbourhoods as priorities we would aim to improve integration and inclusivity. The results of the next residents survey will be monitored to ensure that the council's priorities are shared by members of all racial groups. Also by setting customer service as a category A priority the council is looking at reducing all barriers to accessing its services.		
11. Are there concerns that the policy <u>could</u> have a differential impact on men and women? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No – the results of the residents survey were weighted to ensure they were representative of residents in terms of age. Also by setting customer service as a category A priority the council is looking at reducing all barriers to accessing its services.		
12. Are there concerns that the policy <u>could</u> have a differential impact on disabled people? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No – by setting customer service as a category A priority the council is looking at reducing all barriers to accessing its services.		
13. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of sexual orientation? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No - by setting customer service as a category A priority the council is looking at reducing all barriers to accessing its services.		
14. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of age? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?		

<p>No - by setting customer service as a category A priority the council is looking at reducing all barriers to accessing its services.</p> <p>Policies (eg travel vouchers) which have a differential impact reflect national legislation.</p> <p>Activities for teenagers was highlighted in the survey as one of the “top five” areas for improvement. Local neighbourhoods (category B) may include this but this particular area will be monitored and may be revisited.</p>
<p>15. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of religious belief? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No - by setting customer service as a category A priority the council is looking at reducing all barriers to accessing its services</p>
<p>16. Are there concerns that the policy <u>could</u> have a differential impact on any other groups of people eg those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgendered or transsexual people. If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>There are concerns about the differing needs of residents living in towns and those living in rural communities and the priorities have therefore been chosen to reflect the needs of all residents.</p>
<p>17. Are there any obvious barriers to accessing the service eg language, physical access?</p> <p>No</p>
<p>18. Where do you think improvements could be made?</p> <p>N/A</p>
<p>19. Are there any unmet needs or requirements that can be identified that affect specific groups. If yes, please give details.</p> <p>Needs of new migrant communities</p>
<p>20. Is there a complaints system?</p> <p>Corporate complaints system</p>
<p>21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief?</p> <p>Not currently</p>
<p>22. Do we have feedback from managers or frontline staff?</p> <p>Yes – through the core briefing system</p>
<p>23. Is there any feedback from voluntary/community organisations?</p> <p>Feedback will be provided when the Corporate plan and Best value Performance plan are produced which reflect the council's priorities</p>
<p>24. Is there any research or models of practice that may inform our view?</p> <p>N/A</p>
<p>25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy?</p> <p>No</p>
<p>26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy?</p> <p>No</p>
<p>27. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p> <p>No</p>
<p>28. Should the policy proceed to a full impact assessment?</p> <p>No – but the plans for the Customer Service and Local neighbourhoods priorities will need to be put through a full impact assessment process</p>
<p>29. Date on which Full assessment to be completed by</p> <p>N/A</p>
<p>Signed (Lead Officer): ... Duncan Kerr.....</p>

Date: ...14th August 2007.....