

INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

Section: Corporate	Names of those undertaking assessment: Ian Yates Tracey Blackwell Sharon Yates	
Name of Policy to be assessed: Corporate Plan	Date of Assessment: 15 February 2008	Is this a new or existing policy? Yes
<p>1. Briefly describe the aims, objectives and purpose of the policy: The Corporate Plan provides the over-arching strategy for the authority for the next 3 years. The Plan sets out the Council's visions, its values and its priorities and how it intends to deliver them.</p>		
<p>2. What are the key performance indicators? A range of indicators are included in the plan these Range from overall satisfaction with the Council through to external assessment e.g. Use of resources score</p>		
<p>3. Who will be affected by this policy? Customers, partners, employees and elected Members.</p>		
<p>4. Who is intended to benefit from this policy and in what way? It is intended for the benefit of the community within South Kesteven.</p>		
<p>5. Are there any other organisations involved in the delivery of the service? Delivery of some of the objectives within the plan will require joint working arrangements with key partners.</p>		
<p>6. What outcomes are required from this policy and for whom? The corporate plans aims to deliver brilliant services to our customers together with specific outcomes in priority areas. See plan for details.</p>		
<p>7. What factors/forces could contribute/detract from the outcomes? Changes in: <ul style="list-style-type: none"> • statutory requirements • central Government strategic direction • national and local economy • priorities of key partners </p>		
<p>8. Who are the main stakeholders in relation to the policy? <ul style="list-style-type: none"> • Customers • Employees • Partners • Audit Commission </p>		
<p>9. Who implements the policy, and who is responsible for the policy? The Cabinet with support of officers will deliver the objectives set out in the Corporate Plan</p>		

10. Are there concerns that the policy could have a differential impact on different racial groups? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

No. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

11. Are there concerns that the policy could 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. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

12. Are there concerns that the policy could have a differential impact on disabled people? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?

No. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

13. Are there concerns that the policy could 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. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

14. Are there concerns that the policy could 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?

No. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

15. Are there concerns that the policy could 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?

No. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

16. Are there concerns that the policy could have a differential impact on any other groups of people e.g. 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?

No. All supporting polices, strategies and procedures are required to be subject to equalities impact assessment.

17. Are there any obvious barriers to accessing the service e.g. language, physical access? The Corporate Plan is not a service.
18. Where do you think improvements could be made? Feedback will be used to inform future review of the Corporate Plan
19. Are there any unmet needs or requirements that can be identified that affect specific groups. If yes, please give details. No
20. Is there a complaints system? Yes
21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief? The corporate complaints procedure is currently being updated to take into account specific equalities issues.
22. Do we have feedback from managers or frontline staff? Yes
23. Is there any feedback from voluntary/community organisations? The key contents of the plan have been discussed at the local strategic partnership which included representatives from voluntary organisations.
24. Is there any research or models of practice that may inform our view? NA
25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy? NA
26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy? NA
27. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason? NA
28. Should the policy proceed to a full impact assessment? No
29. Date on which Full assessment to be completed by NA
Signed (Lead Officer): Date: 15 th February 2008.....