

INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

Section: HR & OD		Names of those undertaking assessment: Beverly Agass, Joyce Slater, Paul Stokes	
Name of Policy to be assessed: People and Development Strategy		Date of Assessment: 26.1.2009	Is this a new or existing policy?: This strategy replaces the current people strategy
1. Briefly describe the aims, objectives and purpose of the policy: The strategy sets out the Council's approach, vision and values to all people development activities aligned to the corporate plan and the emerging sustainable community strategy.			
2. What are the key performance indicators? Staff feel good about working for South Kesteven District Council Reducing sickness absence levels Recognition as an investor in people Development needs of staff are addressed Equality standard			
3. Who will be affected by this policy? All current staff, all prospective staff , elected members			
4. Who is intended to benefit from this policy and in what way? All staff - present and future, elected members			
5. Are there any other organisations involved in the delivery of the service? This is a high level strategy so non are specified. It is likely that different partners may be involved in different aspects of the strategy and the delivery of the action plan.			
6. What outcomes are required from this policy and for whom? The action plan in appendix 1 summarizes the outcomes for staff.			
7. What factors/forces could contribute/detract from the outcomes? This is a high level strategy and the action plan will be wide ranging and ambitious. The factors that could contribute/ detract from the outcomes will depend on the details that will be revealed in the relevant project plans/ pieces of work			
8. Who are the main stakeholders in relation to the policy? Staff Partners Elected members			
9. Who implements the policy, and who is responsible for the policy? The action plan will designate specific responsibilities. The corporate management team will need to take ownership of driving an effective approach to the management of people across the organisation			
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? At this high level it is hard to tell			
11. Are there concerns that the policy <u>could</u> have a differential impact on men and			

<p>women? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>At this high level it is hard to tell</p>
<p>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?</p> <p>At this high level it is hard to tell</p>
<p>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?</p> <p>At this high level it is hard to tell</p>
<p>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> <p>At this high level it is hard to tell</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>At this high level it is hard to tell</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>At this high level it is hard to tell</p>
<p>17. Are there any obvious barriers to accessing the service eg language, physical access?</p> <p>At this high level it is hard to tell</p>
<p>18. Where do you think improvements could be made?</p> <p>Equalities considerations are an integral component of this strategy and will be considered at the project implementation level of each element of the action plan as detail is added.</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>Do not know as this is a high level strategy</p>
<p>20. Is there a complaints system?</p> <p>The Council has a complaints procedure and a grievance procedure.</p>
<p>21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief?</p> <p>Yes</p>
<p>22. Do we have feedback from managers or frontline staff?</p> <p>Yes all staff were consulted in the development of this strategy, via core brief in April and June 2008 and views were incorporated into appendix 1</p>
<p>23. Is there any feedback from voluntary/community organisations?</p>

No
<p>24. Is there any research or models of practice that may inform our view?</p> <p>Local Government Workforce Strategy 2007</p>
<p>25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy?</p> <p>Cannot tell at this stage. Further work will be undertaken to identify any implications</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>Cannot tell at this stage. Further work will be undertaken to identify any implications</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>Cannot tell at this stage. Further work will be undertaken to identify any implications</p>
<p>28. Should the policy proceed to a full impact assessment?</p> <p>No</p> <p>The need is to do impact assessments on the different strands of the action plan as they are being developed. The detail required in delivering the action plan elements will then make it clearer as to any equalities issues.</p>
<p>29. Date on which Full assessment to be completed by</p> <p>N/A</p>
<p>Signed (Lead Officer): ...Joyce Slater</p> <p>Date:26.1.2009.....</p>