

INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

Section: Financial Services & Risk Management	Names of those undertaking assessment: Richard Wyles Malcolm Gorringe	
Name of Policy to be assessed: Medium Term Financial Plan	Date of Assessment: 17 July 2009	Is this a new or existing policy?: Revision to existing strategy
1. Briefly describe the aims, objectives and purpose of the policy: The aim of the plan is to provide a framework for medium term financial planning for the Authority		
2. What are the key performance indicators? The strategy provides key themes which will be monitored		
3. Who will be affected by this policy? All stakeholders		
4. Who is intended to benefit from this policy and in what way? The MTFP is designed to enable the Authority to deliver on specific service policies which have their own impact assessments		
5. Are there any other organisations involved in the delivery of the service? None		
6. What outcomes are required from this strategy and for whom? The plan provides a financial framework which need to be adhered to in order to provide and maintain robust financial planning		
7. What factors/forces could contribute/detract from the outcomes? External forces specifically the allocation of Government funding		
8. Who are the main stakeholders in relation to the policy? Council tax payers, rent payers, business rate payers, parish councils, partners, other local government partners		
9. Who implements the policy, and who is responsible for the policy? Council is responsible for setting the policy following advice and lead from the s151 officer		
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
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
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
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
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? No
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? No
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? No
17. Are there any obvious barriers to accessing the service eg language, physical access? No
18. Where do you think improvements could be made? None identified
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? Corporate complaints system
21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief? N/a
22. Do we have feedback from managers or frontline staff? N/a
23. Is there any feedback from voluntary/community organisations? None
24. Is there any research or models of practice that may inform our view? N/a
25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy? N/a
26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy? N/A
27. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason? N/A
28. Should the policy proceed to a full impact assessment? No
29. Date on which Full assessment to be completed by N/A
Signed (Lead Officer): Richard Wyles Date: 17 July 2009

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