

# Full Equality Impact Assessment

## Scoping – what are you impact assessing?

Service and lead officer:

Partnership Corporate Plan 2012-2016 - Judith Plumley

Officers involved in the EqIA:

Judith Plumley; Sean Hawkins, Beverly Elliott

What are you impact assessing?

Existing:

New/proposed:

Changing/Update/ revision

Other, please list

What is the title of your service / strategy / policy / project?

Corporate Plan 2012-2016

**Q2. What is the aim of your service / strategy / policy / project?**

The Corporate Plan sets out the priorities and objectives for the Partnership. It is arguably the most important document the produce by the Partnership, as it feeds a number of Strategies and Plans (e.g., Service Plans). It sets the direction for the Partnership – what it will concentrate on between 2012-2016. Services will link their individual actions back to the Corporate Plan; these actions contribute to individual Officer plans and appraisals, facilitating the so-called 'golden thread'. This is the first joint Corporate Plan between Christchurch and East Dorset Councils.

**Q3. Who does/will it have an impact on? eg. public, visitors, staff, members, partners?**

Businesses  
Organisations  
Members  
Officers  
Partner-organisations  
Residents  
Visitors  
Other partners and agencies

All of the above

In order to consider how the plan will impact on the communities it will be necessary to review:

- the process followed to produce the document (to check how all sectors of the

community are able to contribute to the process)

- the components and priorities set (to check how all sectors of the community can benefit from the process)

**Q4. Are there any potential barriers to implementing changes to your service / strategy / policy / project? eg. capacity or financial issues**

No

**Q5 . Who else will be involved in implementing this service /policy...**

The Corporate Plan will influence service plans, strategies & plans, and appraisals, and thus all services will ultimately be involved in its implementation. However, ultimate responsibility sits with the Partnership's Corporate Team.

**Q6. What data do you already have about your service users, or the people your policy or strategy will have an impact on, that is broken down by equality strand?**

**List here:**

- Dorset Databook
- Census
- State of Christchurch Report
- East Dorset Profiles
- Residents Survey – this was carried out between September – October 2011 across both authorities. This was undertaken through a self-completion questionnaire, issued by the Market Research Group (Bournemouth University) to a random sample of households. In total, 2144 completed questionnaires were received (Christchurch = 1083; East Dorset = 1061), a response rate of 36% (Christchurch=36%; East Dorset = 35%). A significant number of questions were provided which informed the priorities set out in the Corporate Plan e.g., respondents were provided with a list of 21 factors and asked to identify up to 5 which they considered are the most important in making somewhere a good place to live, and up to 5 factors that they felt were in most need of improvement.

In addition,

- Experience and knowledge from the development of previous Corporate Plans
- Understanding our residents profile
- Knowledge gained by Members
- A Member event aimed at discussing the priorities
- Contributions from Lead Members and officers in developing individual objectives and actions for each theme

In Consultation undertaken the Partnership has ensured:

- Language has been clear and accessible to all sectors

**Q7. Do you need any further information broken down by equality strand to inform this EqIA?**

No

**If yes, list here and add actions to gather this data to your action plan at step 5):**  
*Expand box as necessary*

N/A

#### **4. Making a judgement about impacts**

Age – see below

Disability – see below

Gender and Transgender – see below

Race – see below

Religion or belief – see below

Sexual orientation – see below

#### **Conclusion :**

There have been no adverse impacts identified in the development of the priorities or policy content of the Corporate Plan. Indeed, the Corporate Plan incorporates significant recognition of equalities issues. For example, there are objectives set around:

- Improving the life chances for vulnerable people
- Improving opportunities for young people
- Delivering improvements and opportunities for improved health & wellbeing
- Enabling the provision of housing to meet all needs

Based on the analysis, the Corporate Plan as drafted will support a number of positive outcomes across a number of protected categories. The Plan will also advance equality of opportunity, help eliminate discrimination, harassment and victimisation.

#### **5. Action planning**

The Corporate Plan has 5 themes (Community; Economy; Environment; Housing; Performance) with objectives set against each, many of which help support the Partnership's General Equalities Duties e.g.,

- Provide communities with opportunities to take greater involvement in running public services
- Improve opportunities for young people to live healthy and successful lives

- Work with partners to ensure crime levels in 2012 do not exceed 2011 levels
- Improve life chances for vulnerable people
- Deliver improvements and opportunities for improved health and wellbeing across Christchurch and East Dorset communities

Appropriate equality analyses will be undertaken for all new policies and any changes to services (delivery or financial) which may arise as a result of the Corporate Plan being adopted.

Any potential risks will be monitored through regular reporting of performance against the Corporate Plan and an annual update

**Q8. Is there any potential for direct or indirect discrimination? Yes**

**If yes, please explain how you are going to change this?**

*Expand box as necessary*

There is a small possibility of indirect discrimination arising as a result of the policies and plans introduced to achieve/support the objectives set out in the Corporate Plan. To minimise the risk of this occurring, appropriate equalities analyses will be undertaken at the time of their development.

**EqIA approved by:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Review date:** \_\_\_\_\_

***Check with your equality officer for the EqIA signing-off process and for posting the EQIA on the web.***