

Stage 1: Equality Impact Assessment

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| <p>1. What are the main aims purpose and outcomes of the Policy and how do these fit with the wider aims of the organization?</p> |
| <p>The intention is to set out the revenue and capital spending plans of the council at a high level. The success of these plans will depend upon the resources available to the council, the approach taken to ensure that these resources are aligned over the medium term to reflect corporate objectives and these resources being controlled in a way that ensures long-term stability.</p> <p>This financial strategy aims to support the council's corporate objectives as identified in the strategic plan. Whilst achieving this, major issues relating to resources and facing the council in the medium term will be highlighted.</p> |
| <p>2. How do these aims affect our duty to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the act. • Advance equality of opportunity between people who share a protected characteristic and those who do not. • Foster good relations between people who share a protected characteristic and those who do not. |
| <p>The major aim is to target resources appropriately. This means to focus on the Council's strategic priorities and the key outcomes required over the planning period.</p> <p>Included within those priorities is the following key outcome: "residents are not disadvantaged because of where they live or who they are, vulnerable people are assisted and the level of deprivation is reduced." The correct development of the policy with a focus upon the corporate priorities will ensure that there is no negative effect.</p> |
| <p>3. What aspects of the policy including how it is delivered or accessed could contribute to inequality?</p> |
| <p>None, it is the objective of this policy to eliminate inappropriate or poor focusing of the available resources as this could contribute to inequality.</p> |
| <p>4. Will the policy have an impact (positive or negative) upon the lives of people, including particular communities and groups who have protected characteristics? What evidence do you have for this?</p> |
| <p>The policy will have a positive impact as it will enhance the lives of all members of the community through the provision of resources to core services. In addition it will affect particular groups within the community. It will achieve this through the focus of resources into areas of need as identified in the Council's strategic priorities.</p> |

If the answer to the second question has identified potential impacts and you have answered yes to any of the remaining questions then you should carry out a full EQIA set out as stage 2 below.

Stage 2: Equality Impact Assessment

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| Name of Policy/Service/Function |
| BUDGET STRATEGY AND MEDIUM TERM FINANCIAL STRATEGY 2012 ONWARDS |
| Purpose |
| What are you trying to achieve with the policy / service / function? |
| <p>The intention is to set out the revenue and capital spending plans of the council at a high level. The success of these plans will depend upon the resources available to the council, the approach taken to ensure that these resources are aligned over the medium term to reflect corporate objectives and these resources being controlled in a way that ensures long-term stability.</p> <p>This financial strategy aims to support the council's corporate objectives as identified in the strategic plan. Whilst achieving this, major issues relating to resources and facing the council in the medium term will be highlighted.</p> |
| Who defines and manages it? |
| <p>The Policy is defined ultimately by Council.</p> <p>The development occurs through Cabinet and Overview and Scrutiny.</p> <p>Management Team, the Chief Finance Officer, Member's, Senior Management Team, Unit Managers, Staff and external stakeholders are all consulted during development.</p> <p>Management is a result of the annual review and quarterly monitoring both against budget and against performance.</p> |
| Who do you intend to benefit from it and how? |
| The community ultimately benefits from the control over public money and the ability to accurately focus the resources to strategic priorities. |
| What could prevent people from getting the most out of the policy / service / function? |
| <ol style="list-style-type: none"> 1. A failure to engage effectively in consultation during the development stages. 2. A failure to monitor and control the implementation. |
| How will you get your customers involved in the analysis and how will you tell people about it? |

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| <p>Formal budget consultation occurs during October / November each year. Other stakeholders are consulted through appropriate channels.</p> <p>Efforts are made to ensure that responses reflect an appropriate balance of the community through marketing on the website, local advertising and the use of modelling to track responses.</p> |
| Evidence |
| <p>How will you know if the policy delivers its intended outcome / benefits?</p> |
| <p>The agreement at Council of a balanced budget. Delivery against that budget to achieve the key outcomes identified in the strategic plan. This will be measured through regular monitoring and reporting.</p> |
| <p>How satisfied are your customers and how do you know?</p> |
| <p>Customer satisfaction is measured through surveys, comments and complaints which are all formally measured and reported.</p> |
| <p>What existing data do you have on the people that use the service and the wider population?</p> |
| <p>Budget strategy consultation occurs annually and for the last three years the cabinet policy has been to build upon previous consultations to ensure the knowledge base.</p> <p>The use of feedback forms enables the Council to map the responses geographically and socially within</p> |
| <p>What other information would it be useful to have? How could you get this?</p> |
| <p>By creating a programme of annual consultations the cabinet intention is to obtain the information on all key aspects of the budget strategy over a period of years. Much of this data is already available.</p> |
| <p>Are you breaking down data by equality groups where relevant (such as by gender, age, disability, ethnicity, sexual orientation, marital status, religion and belief, pregnancy and maternity)?</p> |
| <p>Where this is considered necessary to gauge the value of the responses effectively.</p> |
| <p>Are you using partners, stakeholders, and councillors to get information and feedback?</p> |
| <p>Yes</p> |

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| Impact |
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| Are some people benefiting more – or less - than others? If so, why might this be? |
| The majority of the Council's services are targeted at the whole borough. Some services are focused according to need and the relevant criteria do not form part of this policy and will be assessed where appropriate through an EIA for that service. |
| Actions |
| If the evidence suggests that the policy / service / function benefits a particular group – or disadvantages another - is there a justifiable reason for this and if so, what is it? |
| The policy does target resources and this can be to the benefit of a certain group. The justification for that targeting comes from the links to the sustainable communities strategy and the strategic plan priorities. |
| Is it discriminatory in any way? |
| No |
| Is there a possible impact in relationships or perceptions between different parts of the community? |
| Yes, however this is developed further by individual services in their |
| What measures can you put in place to reduce disadvantages? |
| N/A |
| Do you need to consult further? |
| No |
| Have you identified any potential improvements to customer service? |
| No |
| Who should you tell about the outcomes of this analysis? |
| Corporate Management Team, cabinet, Corporate services Overview and Scrutiny Committee and Audit committee |
| Have you built the actions into your Service Plan or Policy Implementation Plan with a clear timescale? |
| N/A |

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| When will this assessment need to be repeated? |
| Annually |