

**Derbyshire Dales & High Peak LSP
Equality Impact Assessment Form**
Brief guidance notes shown in italics

Title of policy, practice, service or function being assessed	Draft Corporate Plan 2011-15
Officers conducting assessment	Giles Dann, Steve Capes
Date of assessment	October 2011
Reason for assessment	Change in policy
Equalities Lead Officer	Giles Dann

Purpose, aims and objectives of the policy, practice, service or function under impact assessment

Brief bullet point summary

- The Corporate Plan describes the vision, aims and values of the District Council i.e. what it wants to achieve over the next 4 years and the guiding principles for its work
- The plan is prepared within the context of the Derbyshire Dales and High Peak Sustainable Community Strategy (SCS)
- Specifically it identifies the improvement priorities for the District Council up to 2015 and annual target areas (main areas for service improvement) to focus the Council's activities
- Every plan, strategy and policy of the District Council and every staff action plan flows from the Corporate Plan

The new plan is being prepared within an increasingly challenging financial context which will affect the District Council's ability to deliver the level of service improvements it has in the past. Whilst, by necessity, some activity will need to be scaled back, the Council will continue to deliver its current services but proposes to focus on fewer priorities and target areas for improvement.

Are there any other organisations involved in its implementation?

Other partners\contractors\agencies involved in delivery

- Our partners in the public, private and voluntary sectors

Main customer groups (beneficiaries) / stakeholders

Customer Groups:

- Residents
- Service users
- Members
- Employees
- Visitors
- Local businesses

Other stakeholders:

- LSP partners
- Other delivery partners e.g. Dales Housing
- Business Peak District
- Contractors delivering District Council services

Which other District Council departments are affected by the policy, practice, service or function? Do any of the objectives directly support or hinder another activity?

As the strategic plan for the Council, all Departments will be affected by the new Corporate Plan. The priorities and target areas have been discussed and developed with Directors, leading Members and partners, and are based on the results of consultation with local people.

Assessing relevance to the public sector Equality Duty	
<p>The general Equality Duty has three aims which require the District Council to have due regard to the need to:</p> <ul style="list-style-type: none"> • eliminate unlawful discrimination (both direct or indirect), harassment and victimisation; • advance equality of opportunity between all persons i.e. removing or minimising disadvantages suffered by protected groups; taking steps to meet the needs of people from protected groups where these are different from the needs of other people and encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low; • foster good relations between all persons i.e. tackling prejudice and promoting understanding between people from different groups. <p>Which aims of the Equality Duty is the policy, practice, service or function relevant to?</p>	<p><i>Please state</i></p> <p>As the strategic plan for the District Council, the Corporate Plan is relevant to all three aims of the Equality Duty</p>

What evidence is already available or needed to help establish the impact of the policy, practice, service or function on protected groups? (Include consideration of relevant data and research available locally and nationally; monitoring information; performance information; previous consultation and engagement e.g. residents' surveys, satisfaction surveys, focus groups; access to services data; complements and complaints; previous equality assessments. When considering gaps, think about any additional monitoring arrangements needed and the need for further consultation).

Information / Data	When and how collected	Source	What it tells you	Gaps
Derbyshire Dales Equalities profile (available National and local data)	2007 via analysis of census data, partner information and stakeholder interviews	Greenfield Consultancy on behalf of DD&HP LSP	<p>Proportion of 65+ above regional and national averages (19% versus 16% for the region and England). Younger age population is declining. Proportion of White British above regional and national averages (98% versus 91% and 87% respectively). Similar levels of disability to regional and national levels (18%) and increasing incidence with age. Higher proportion of residents with Christian beliefs (79% versus 72% regionally and nationally). Slightly higher proportion of resident females than males (similar regionally and nationally).</p> <p>The profile indicates the need to consider impacts on older people and people with disabilities in particular.</p>	Information to be updated by 2011 census and data from LSP partners when available
Results of consultation with local people / hard	2010 and 2011 – via surveys and focus groups with residents on the Derbyshire Dales Citizens' Panel	Dales residents, businesses and service	<ul style="list-style-type: none"> • all four current priorities remain important to local people • providing affordable decent housing identified as a top priority by both older and younger people (Most important to quality of 	Based on the profile of the Dales, a response from more disabled people would have

to reach groups	(covering service satisfaction, quality of life, the Council's performance and importance of existing activity); surveys and 1:1s with local sixth formers and engagement with local businesses via Business Peak District. (DCIL also distributed a survey to its members but no comments received)	users	<p>life X Most in need of improvement)</p> <ul style="list-style-type: none"> • keeping crime low remains very important to all residents and a spending priority for older people • improving job prospects identified as the top priority by younger people and a high spending priority for older people • leisure identified as a lower priority although health services remain important • support for increasing recycling opportunities <p>See evidence base compiled to develop the Corporate Plan 2011-15 for more details.</p>	<p>been beneficial. However, the results include a response from the 50+ forums and the Citizen's Panel which include a proportion of residents with disabilities providing indication of their views.</p>
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Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
	<i>Identify effects, both service and outcome based (think about sub groups too e.g. older men, disabled women etc.)</i>	<i>Identify effects, both service and outcome based</i>	<i>If no effect identified enter 'None'</i>	<i>If so then what needs to be done(if anything)?</i>	<i>What improvements are needed (or actions should be continued) to remove or minimise negative impacts?</i>
<p>Does the policy, practice, service or function have a positive or negative impact on people of a particular age such as children, young people, older people? Describe how and which</p>	<p>The plan prioritises housing improvements for vulnerable people, which include the elderly.</p> <p>Priorities aimed at supporting the economy should help improve employment opportunities for younger people</p> <p>The safe and healthy communities priority includes increasing opportunities for younger people (working with schools and local clubs) and the over 50s to take part in sport and recreation</p>				
<p>Does the policy, practice, service or function have a positive or negative impact on people with disabilities including people with physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health difficulties? Describe how and which</p>	<p>The plan prioritises housing improvements for vulnerable people, which include the disabled</p> <p>The safe and healthy communities priority includes increasing opportunities for disabled people to take part in sport and recreation</p>				

Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
Does the policy, practice, service or function have a positive or negative impact on any racial / minority ethnic groups ? Describe how and which			No differential impacts identified		
Does the policy, practice, service or function have a positive or negative impact on women or men including those living in particular communities? Describe how and which			No differential impacts identified		
Does the policy, practice, service or function have a positive or negative impact on pregnant women or people on maternity or paternity leave ? Please also consider any impacts on breastfeeding mothers . Describe how and which	The safe and healthy communities priority includes increasing opportunities for parents and young children to exercise		No differential impacts identified		
Does the policy, practice, service or function have a positive or negative impact because of a person's marital status including civil partnership ? Describe how and which			No differential impacts identified		
Does the policy, practice, service or function have a positive or negative impact on people with a particular sexual orientation ? Describe how and which			No differential impacts identified		
Does the policy, practice, service or function have a positive or negative impact on people with particular religion or belief ? Describe how and which			No differential impacts identified		

Protected Groups	Positive effects	Negative effects	No effect	Don't know	Improvement actions
<p>Does the policy, practice, service or function have a positive or negative impact on trans people or people planning to or going through gender reassignment? Describe how and which</p>			No differential impacts identified		
<p>Does the policy, practice, service or function have a positive or negative impact on access for people in rural areas? Describe how and which</p>	<p>The safe and healthy communities priority includes increasing opportunities for people living in rural areas to take part in sport and recreation</p>			<p>To achieve an improvement in recycling rates, other parts of the service may need to change e.g. isolated dwelling collections (see Waste Contract EIA). Addressing some priorities in rural areas may also prove more difficult due to funding constraints (see page 7)</p>	
<p>Does the policy, practice, service or function have a positive or negative impact on other groups e.g. those experiencing deprivation or health inequalities? Describe how and which</p>	<p>The plan prioritises housing improvements for vulnerable people, which include people on benefits</p>				

Outsourced services	
If your policy, practice, service or function is partly or wholly provided by external organisations/agencies, please list any arrangements to ensure that they promote equality and diversity (Include this in your improvement plan)	Are council policies built into contractual or service agreements? N/A
Relations between different protected groups	
Does your assessment show that a policy, practice , service or function may amount to potential adverse impact between different protected groups? If yes please explain how the improvement plan is going to tackle this issue	Any adverse differential impacts should be addressed No

<i>If an existing policy, practice, service or function, has it achieved its intended outcomes for the customer groups / stakeholders identified? If not, are there any equalities issues for protected groups?</i>	
<i>N.B. If nothing additional to answers to key questions move on.</i> N/A	
<i>If a new policy, practice, service or function, what factors <u>could</u> effect its intended outcomes from being achieved and are there any equalities issues for protected groups?</i>	
<i>N.B. If nothing additional to answers to key questions move on.</i> The Corporate Plan prioritises those issues most important to local people. Financial constraints on the Council (both in terms of Government grant and the revenue accrued during these challenging economic times) are likely to have the most affect on the Council's ability to achieve its priorities to the extent it would wish. For example despite latent demand and affordable housing being the top priority for local people, HCA funding to improve provision in rural areas is becoming increasingly difficult to obtain, affecting the Council's ability to improve access to affordable housing locally.	
<i>Can you think of any intentional or unintentional factors that could contribute to negative or differential impact?</i>	
<i>N.B. If nothing additional to answers to key questions move on.</i> See above	

Summarise the key issues resulting from this initial equality impact assessment and any measures identified to minimise or remove any adverse impact and promote equality of opportunity?

Key Issues:

- No differential impact identified for majority of equalities groups
- Housing priorities aim to improve support for the elderly, disabled and people on benefits
- The safe and healthy communities priority includes increasing opportunities for younger and older people, people with disabilities, parents and their young children and people living in rural areas to exercise and take part in sport and other recreational activities

Actions:

- No specific actions required

From the information gathered above, does the policy, practice, service or function discriminate (either directly or indirectly) against any protected groups? Explain why?

No. The draft plan retains the vision, aims and values (including promoting fairness and equality) of the previous Corporate Plan. The proposed priorities identified are based on the results of consultation with local people, harder to reach groups and partners. No evidence of negative impact has been identified for recognised equalities groups. However, it will be important to ensure that activities delivered at service level in support of the plan continue to be equality assessed as appropriate.

Do you think this policy, practice, service or function should proceed to full EIA? Explain why

The full EIA process includes a stakeholder day to gain views on any key issues and the preparation of an action plan to address them.

No. Sufficient consultation has already taken place with the main stakeholders to develop the Council's corporate priorities.

PLEASE FORWARD THE COMPLETED FORM TO THE DISTRICT COUNCIL'S LEAD EQUALITIES OFFICER

Signed _____ (Completing Officer) Signed _____ (Equalities Lead Officer)