

# Equality Impact Assessment Form

Please ensure that you refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Corporate Plan Annual Delivery Document
Name of responsible officer: Ewan McWilliams
Group/Directorate: People & Performance
Service Area: Performance
Date: 25/05/2016

**(a) WHAT ARE YOU ASSESSING FOR IMPACT ?**

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(b) Please name and describe below**

**CORPORATE PLAN, ANNUAL DELIVERY DOCUMENT**

Publication of our Corporate Plan, which identifies our improvement objectives and what we plan do to improve during the year

**(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?**

If so, please identify what and how?

Local Government (Wales) Measure 2009

**(d) Does the initiative directly affect service users, employees or the wider community?**

Yes  Continue assessment  
No  No need to continue screening or carry out an EqIA

**Screening/Relevance Test:**

Is an equality impact assessment required?

*Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.*

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What will be the effect on:

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	<p>Raising standards of attainment aims to increase literacy, numeracy and ultimately attainment for children and young people.</p> <p>Promoting independence aims to enable people to maintain their independence in their own homes and for the Council to monitor personal safety.</p> <p>Economic development aims for town centre regeneration to improve access to the town centres including buildings</p> <p>Active lifestyles aims for all children and adults to participate in physical activity</p> <p>Meeting the needs of vulnerable children aims to support those children and young people in greatest need, providing good quality effective services for children before their need escalates and they require more complex and intensive support</p> <p>Sustainable environment changes to recycling means elderly people could find it difficult to comply with the council's kerbside recycling scheme</p>
Disability	<p>Promoting independence aims to enable people to maintain their independence in their own homes and for the Council to monitor personal safety</p> <p>Economic development aims for town centre regeneration to improve access to the town centres including buildings</p> <p>Active lifestyles aims to encourage all children and adults to participate in physical activity especially women and disabled people</p> <p>Sustainable environment changes to recycling means disabled people could find it difficult to comply with the council's kerbside recycling scheme</p>
Gender Reassignment	n/a
Marriage & Civil Partnership	n/a
Pregnancy and Maternity	n/a

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Race	n/a
Religion or Belief	n/a
Sex	Active lifestyles aims to encourage all children and adults to participate in physical activity especially women and disabled people
Sexual orientation	n/a
Carers	Promoting independence aims to enable people to maintain their independence in their own homes and the Implementation of the Social Services and Wellbeing (Wales) Act 2014 places a specific focus on carers and support for carers
Welsh Language	n/a

**If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).**

The Corporate Plan provides the strategic framework for improvement in Merthyr Tydfil. The needs assessment undertaken in 2013 provided the proposals for improvement objectives. The Corporate Plan 2013-17 was written following consultation with members of the public and a series of workshops with senior managers.

An Equality Impact Assessment is not required for this report. Individual projects identified within the Corporate Plan will be screened using the EQIA process to understand their impact, and mitigate where necessary. This will be the responsible officer for the project/initiative.

**Are you happy that you have sufficient evidence to justify your decision?**

**Yes**

**Signed: Ewan McWilliams**

**Position: Corporate Performance Manager**

**N.B.**

**If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqIA.**

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## **Full Equality Impact Assessment**

*You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.*

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.

### **Evidence Sources**

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

**Decision Log** – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)

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## Review

<b>Date of Next Review:</b>
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<b>If review is not required, explain why.</b>
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<b>Approved by:</b>
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<b>Signature:</b>
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<b>Job Title:</b>
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<b>Approval date:</b>
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<b>Date of Update:</b>
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<b>Update recording</b>
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