

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: Revised MTFP 2017/18 to 2020/21
Name of responsible officer: Steve Jones
Group/Directorate: Place and Transformation
Service Area: Finance
Date: 17 th November 2016

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input checked="" type="checkbox"/>	Information/ Position statement <input type="checkbox"/>
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(b) Please name and describe below

Revised Medium Term Financial Plan 2017/18 to 2020/21 - Progress Update. Detailing progress since previous update approved at Council 7th September 2016

(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?

Governed by the Local Government Act 2003 which requires Local Authorities to integrate spending decisions through a Medium Term Financial Plan

(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 EqlA

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 EqlA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	Positive impact on children with financial pressures in Learning and Looked After Children recognised with additional investment. In addition potential apprenticeships for young adults may result from the introduction of the Government's Apprenticeship Levy.
Disability	Neutral impact, since the proposals benefit all characteristics. It should be noted

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	however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Gender Reassignment	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Marriage & Civil Partnership	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Pregnancy and Maternity	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Race	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Religion or Belief	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Sex	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Sexual orientation	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Carers	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community.
Welsh Language	Neutral impact, since the proposals benefit all characteristics. It should be noted however that the identification of significant corporate funding results in more monies available for front line services benefiting the community. Additional monies are also proposed to comply with the statutory Welsh Language Standards.

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

By incorporating the proposals it ensures the financial sustainability of the Council thus benefiting all customers and protected characteristics. The Customer Contact Centre improvements and the Social Care Strategic Review is also a positive development for the whole community.

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

Yes ~~No~~

Signed *D.S. Jones* Position **Chief Finance Officer**

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 EqlA.

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.

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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))

Review

Date of Next Review:
If review is not required, explain why.

Approved by:
Signature:
Job Title:
Approval date:

Date of Update:
Update recording