

## Equality Impact Assessment

<b>Title of the policy/report /strategy/service</b>	Locality Working
<b>Date</b>	01/12/11
<b>Lead Officer</b>	Tom Day
<b>Who else is involved in undertaking this assessment?</b>	

### Step 1 – Overview of policy/function being assessed

<b>A. Outline: What is the purpose of this policy? (specify aims and objectives)</b>
To develop proposals for Locality Working in Harborough including 3-5 draft priorities, governance arrangements and resource requirements.
<b>B. What specific groups is the policy designed to affect/impact?</b>
Priorities are targeted towards helping vulnerable people, but this is currently at a high level. If approved by Executive in December, locality priorities will be subject to negotiation with partners in January and February to ensure there is sufficient buy-in and to refine priorities further.
<b>C. Which groups have been consulted as part of the creation or review of the policy?</b>
None at this stage.

### Step 2 – What we already know and where there are gaps

<b>A. List any existing information/data you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc.</b>
<p>Data/information such as:</p> <ul style="list-style-type: none"> <li>§ Consultation</li> <li>§ Previous Equality Impact Assessments</li> <li>§ Demographic information</li> <li>§ Anecdotal and other evidence</li> </ul>
None at this stage.
<b>B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)</b>
We need to improve our understanding of vulnerable individuals and families as this is a theme that cross-cuts suggested locality priorities. Improving our knowledge and dialogue can be led through the Locality agenda as

it is intended to bring public service partners together around key priorities.

### Step 3 – Do we need to seek the views of others? If so, who?

**A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.**

Locality working is a new approach to partnership working. This piece of work was not envisaged during business planning for the current year is stretching current resources. For this reason initial consultation with groups whilst desirable is not achievable in the timescales. However, the draft locality priorities have been developed through an evidence based approach which looked at data and statistics and local and national policy.

### Step 4 – Assessing the impacts

	<b>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)</b>
<b>A. Age</b>	
<b>B. Disability</b> (physical, visual, hearing, learning disabilities, mental health)	
<b>C. Gender / Sex</b>	
<b>D. Religious Belief</b>	
<b>E. Racial Group</b>	
<b>F. Sexual Orientation</b>	
<b>G. Transgender</b>	
<b>H. Other protected groups</b> (pregnancy & maternity, marriage & civil partnership)	

<b>I. Other socially excluded groups</b> (low literacy, priority neighbourhoods, socio-economic, etc)	The Welland Community Building Project has been suggested as a draft Locality priority. The proposed site lies within Harborough's most deprived neighbourhood.
<b>J. All</b>	

### Step 5 – Action Plan

<b>Please include any identified concerns/actions/issues in this action plan:</b> <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
<b>Question Number</b> (Ref)	<b>Action</b>	<b>Responsible Officer</b>	<b>Target Date</b>
	Ensure vulnerable groups related to draft 2012/13 priorities can influence delivery of those priorities	T. Day	31.03.11
	Develop EIA's for the delivery of Locality Priorities, once agreed.	T. Day	31.03.11
	Develop mechanism to ensure groups are able to influence future priorities and delivery.	T. Day	31.03.11

### Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

	<b>Who needs to know</b> (Please tick)	<b>How they will be informed</b> (we have a legal duty to publish EIA's)
<b>Employees</b>	√	Report
<b>Service users</b>		
<b>Partners and stakeholders</b>	√	Report
<b>Others</b>		
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		Work in developing Locality Working to be available on website.

### Step 7 – Conclusion (to be completed and signed by the Service head)

<b>Please delete as appropriate</b>
<b>I agree / disagree with this assessment / action plan</b>

**If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales:**

**Signed (Service Head):**

**Date:**

**Please send completed & signed assessment to the Equality and Diversity officer.**