

Equality Impact Assessment

Title of the policy	Partnership Strategy
Date	18.04.11
Lead Officer	Tom Day
Who else is involved in undertaking this assessment?	

Step 1 – Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
<p>The purpose of this protocol is to outline Harborough District Councils approach to partnership working. The protocol will:</p> <ul style="list-style-type: none"> • Detail the Council's definition of a partnership. • Outline why the Council enters into partnerships. • Outline a policy statement that sets out our approach and involvement in partnerships. • Outline the key stages in the approval of a new partnership. • Include a checklist of points for the Council to consider before setting up or entering into a new partnership. • Detail the Council's evaluation process for the regular review of existing partnerships. • Include a schedule of partnerships the council is involved in • Ensure the risks associated with partnership working are identified.
B. What specific groups is the policy designed to affect/impact?
<p>This is a corporate policy affecting the Councils involvement in partnerships that in turn may impact specific groups covered in Equality legislation.</p>
C. Which groups have been consulted as part of the creation or review of the policy?
<p>None. This is a corporate policy that is primarily about managing risk to the Council. One of these risks is that the Council complies with the Equality Act 2010 when considering a request to work in partnership.</p>

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

<p>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.</p> <p>Data/information such as:</p> <ul style="list-style-type: none"> § Consultation § Previous Equality Impact Assessments § Demographic information § Anecdotal and other evidence
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Information on partnership working and its impact on people with protected characteristics is patchy as Equality Impact Assessments are not carried out all partnership plans.

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)

That we need to collect more information about partnerships in relation to equalities duties.

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.

No. An audit carried out on the Councils approach to ‘Managing Partnerships’ has highlighted areas of improvement. Training on Equalities duties under the Equality Act 2010 has enabled Third Tier Managers who may represent the Council on partnership to be aware of their duties under the Act.

Step 4 – Assessing the impacts

	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)
A. Age	
B. Disability (physical, visual, hearing, learning disabilities, mental health)	
C. Gender / Sex	
D. Religious Belief	
E. Racial Group	
F. Sexual Orientation	
G. Transgender	
H. Other protected groups (pregnancy & maternity, marriage & civil partnership)	
I. Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	
J. All	Yes, this Strategy will ensure protected characteristics are considered when the Council works in partnership.

Step 5 – Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Question Number (Ref)	Action	Responsible Officer	Target Date
1	HDC Lead Officers to ensure that EIAs are completed on partnership plans where appropriate through asking whether an EIA is required through a new Partnership Checklist. This will then be considered by the Council when deciding whether to work in partnership.	Tom Day	01.01.12
2	HDC Lead Officers to ensure that EIAs are completed on existing partnership plans where appropriate by reviewing all partnerships against the new policy within a set period.	Tom Day	31.06.12

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

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	Council Lead Officers who manage/ represent the Council on Partnerships (or Potential Partnerships)	Core Briefing on Partnership Strategy
Service users		Ensure Partnership Plan EIAs are available to service users if required and are available on the Partnerships Website (if available)
Partners and stakeholders	Partnership Lead Officers from Lead Organisation (if not HDC).	By Council Lead Officer when completing new partnership checklist
Others		
To ensure ease of access, what other communication needs/concerns are there?	Open and transparent management of partnerships	Partnerships Strategy to be available on HDC Website

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

Please delete as appropriate
I agree with this assessment
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.