

Equality Impact Assessment

Council Plan

Stage 1 Details of the proposal

Name of service	Business Intelligence
Directorate	Core Services
Name of officer responsible for EIA	Chris Blackburn
Name of senior sponsor	Michael Potter
Description / purpose of proposal	To produce a new Council Plan for 24 to 27
Date EIA started	14/05/24
Assessment Review date	

Stage 2 - About the proposal

What is being proposed?	That a new Council Plan is agreed and implemented cover the next 3 years, highlighting the Councils priorities.
Why is the proposal required?	<p>The Local Government Association strongly recommend that all Councils have a structured plan and performance framework in place.</p> <p>The Council Plan allows employees to focus on the agreed priorities and associate outcomes to deliver the overall vision</p>
What will this proposal mean for customers?	The Council Plan allows the council to share its vision publicly for the next 3 years and showcase progress so

far.

Stage 3 - Preliminary screening process

Use the **Preliminary screening questions** (found in the guidance) to decide whether a full EIA is required

- Yes - EIA required (go to next section)
 No – EIA not required (provide rationale below including name of E&I Officer consulted with)

The Council Plan is a broad outline of the council priorities and does not seek to change or influence policy or areas of focus other than reaffirm those council priorities. Consulted with Abdul Morrison.

Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics

What generic data do you know?

Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

Data: Formal consultation

What information has been gathered from formal consultation?

Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative '-'	Positive '+'	No impact	Don't know	Details
Sex					
Age					
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i>					
Race					
Religion & Belief					
Sexual orientation					
Gender Reassignment					
Marriage / civil partnership		N/A			
Pregnancy / maternity					

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services					
Lower socio-economic					

Other ...					
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Stage 6 - BMBC Minimum access standards

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at)
If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with reasonable adjustments for disabled people.

Not yet live

- The proposal will meet the minimum access standards.
- The proposal will not meet the minimum access standards. –provide rationale below.

Stage 7 – Action plan

To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date

To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date

To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

Action we will take	Completion date
Not yet live	

Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

Summary of equality impact	No direct impact
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Summary of next steps	Approval
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Signature (officer responsible for EIA) Date	 <div style="text-align: right;">14/05/24</div>
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**** EIA now complete ****

Stage 9 – Assessment Review

(This is the post implementation review of the EIA based on date in Stage 1 if applicable)
What information did you obtain and what does that tell us about equality of outcomes for different groups?

