Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

How should you assess impact?

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.

The form should be completed electronically and returned to the Equalities Section :
LJBrown@valeofglamorgan.gov.uk
If you have any queries, telephone: 01446 709362

Policy/practice title: Community Strategy 2011-21

Who is responsible for developing and implementing the policy/practice?	
Name: Huw Isaac	Job Title: Head of Performance and Development
Directorate: Chief Executive's	Division: Performance and Development
Assessment Date: 3 May 2011	

1. Objectives

What are the objectives of the policy/practice being developed or reviewed?

The Community Strategy 2011-21 sets out a ten year vision for the Vale and incorporates the strategies and plans of key partnerships into one integrated strategy. Three year delivery plans will be developed for each partnership which will be reviewed annually.

The strategy and supporting delivery plans do not detail all the activities being undertaken by partners but highlight the key issues being addressed across all areas of the Vale.
The Key Partnerships are;
Local Service Board (LSB)
Health, Social Care and Wellbeing Partnership (HSCWB)
Safer Vale
Learning and Skills
Regeneration
Children and Young People (CYPP)

Communities First and the Older peoples Strategy Forum are also included in the Community Strategy

Ten priority outcomes provide the framework for the Community Strategy;

1. People of all ages are actively engaged in life in the Vale and have the capacity and confidence to identify their own needs as individuals and within communities.

2. The diverse needs of local people are met through the provision of customer focused, accessible services and information.

3. Vale residents and organisations respect the local environment and work together to meet the challenge of climate change.

4. Older people are valued and empowered to remain independent, healthy and active. They have equality of opportunity and receive high quality services to meet their diverse needs.

5. Children and Young people in the Vale are well informed and supported to access a broad range of quality services that enable them to take full advantage of the life opportunities available in their local communities and beyond.

6. People of all ages are able to access co-ordinated learning opportunities and have the necessary skills to reach their full potential, helping to remove barriers to employment.

7. The underlying causes of deprivation are tackled and the regeneration of the Vale continues, opportunities for individuals and businesses are developed and the quality of the built and natural environment is protected and enhanced.

8. The Vale maximises the potential of its position within the region working with its neighbours for the benefit of local people and businesses, attracting visitors, residents and investment.

9. Residents and visitors are safe and feel safe and the Vale is recognised as a low crime area.

10. Health inequalities are reduced and residents are able to access the necessary services, information and advice to improve their wellbeing and quality of life.

In developing this Community Strategy and in implementing the wide range of initiatives developed by different partners there will be due regard to the different needs of the local community. This will include race, gender, disability, age, religion or belief, sexual orientation and gender reassignment.

2. Background data:

Who is intended to benefit from this policy/practice?	**Please ✔**
All residents of the Vale of Glamorgan	✔
Internal departments (please state):	
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: People over 65 dementia related illnesses and resultant residential needs.	
Other Please specify: The strategy also includes businesses, service providers and visitors	✔
What research or baseline information do you have about how your service is used by various groups of people?	
Individual needs assessments were undertaken by the CYPP and the HSCWB Partnerships. An annual strategic assessment was undertaken by Safer Vale and consultants were engaged to provide a regeneration framework for the Regeneration Partnership. The Local Government Data Unit have utilised all these sources of information and other data to inform a Unified Needs Assessment to inform the Strategy.	

3. Gender

Will the policy/practice have a **negative impact** directly or indirectly on different genders?

Please ✔	Yes	No
Women		✔
Men		✔

Will the policy/practice have a **positive impact** directly or indirectly on different genders?

Please ✔	Yes	No
Women	✔	
Men	✔	

Please give details of the negative impact?
None
Please give details of the positive impact?
Examples include: Activities to reduce the impact of domestic abuse Actions to reduce health inequalities Support for carers Actions for employment and training opportunities Activities to support families
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Partnerships will continue to use local data to inform activities and ensure programmes are targeted at those with the greatest need.
What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place).

Will the policy/practice have a **negative impact** on the following groups?

Please ✔	Yes	No
Black and minority ethnic population		✔
Economic migrants		✔
Asylum seekers and refugees		✔

Will the policy/practice have a **positive impact** on the following groups?

Please ✔	Yes	No
Black and minority ethnic population	✔	

Economic migrants	✔	
Asylum seekers and refugees	✔	

Please give details of the negative impact?
none
Please give details of the positive impact?
People from different black and minority ethnic communities will benefit from the range of activities that will be undertaken to deliver the ten priority outcomes. Specific examples include: CYPP initiatives to promote inclusion and cultural diversity and making the Older People's Forum more representative of the local community
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Partnerships will continue to use local data to inform activities and ensure programmes are targeted at those with the greatest need.
What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

5. Disability

Will the policy/practice have a **negative impact** on people with disabilities?

Disability: please ✔	**Yes**	**No**
Visually impaired		✔
Hearing impairment		✔
Physically disabled		✔
Learning disability		✔
Mental health problem		✔
Other:		✔

Will the policy/practice have a **positive impact** on people with disabilities e.g. will services be more accessible?

Disability: please ✔	**Yes**	**No**
Visually impaired	✔	
Hearing impairment	✔	
Physically disabled	✔	
Learning disability	✔	
Mental health problem	✔	

Other:	✔	

Please give details of the negative impact?
None
Please give details of the positive impact?
Priority Outcome 2 is about recognising the diverse needs of local people and providing customer-focused, accessible services and information. All partnerships will take into account different needs of their customers. Within the chapter on health, social care and wellbeing priorities include promoting health and reducing health inequalities, improving the health and wellbeing of vulnerable people, supporting care in the community and improving service user experience. One of the objectives in the CYPP chapter is for children and young people to have a healthy life, free from abuse, victimisation and exploitation. Priority outcome one focuses on improving community engagement
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Partnerships will continue to use local data to inform activities and ensure programmes are targeted at those with the greatest need
What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

6. Welsh language

Will the policy/practice have a **negative impact** on the Welsh language?

Please ✔	**Yes**	**No**
		✔

Will the policy/practice provide a **positive impact** on the Welsh language, in accordance with the Council's Welsh Language Scheme, e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms, etc.?

Please ✔	**Yes**	**No**
	✔	

Please give details of the negative impact?
none
Please give details of the positive impact?

The strategy and supporting plans will be translated into Welsh. The CYPP chapter specifically refers to the development of bilingual opportunities. The extension of Welsh Medium provision is also included in the Learning and Skills chapter. The introduction to this strategy emphasises the commitment of all partners to promoting equal opportunities and the Welsh Language.
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Delivery plans will be reviewed annually and relevant activities included as necessary
What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

7. Age

Will the policy/practice have a **negative impact** for younger/older people?

Please ✔	**Yes**	**No**
Under 25 years		✔
Over 50 years		✔

Will the policy/practice provide a **positive impact** for younger/older people?

Please ✔	**Yes**	**No**
Under 25 years	✔	
Over 50 years	✔	

Please give details of the negative impact?
none
Please give details of the positive impact?
One of the ten priority outcomes is 'Children and young people in the Vale are well informed and supported to access a broad range of quality services that enable them to take full advantage of the life opportunities available in their local communities and beyond.' There is also a priority outcome – 'Older people are valued and empowered to remain independent, healthy and active. They have equality of opportunity and receive high quality services to meet their diverse needs. ' The strategy includes activities which will benefit all age groups as well as specific projects and services for the under 25's and the over 50's
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Delivery plans will be reviewed annually and relevant activities included as necessary

What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

8. Religion and belief

Will the policy/practice provide a **negative impact** for people with different religions or beliefs?

Religion/belief: please ✔	Yes	No
		✔

Will the policy provide a **positive impact** for people with different religions or beliefs?

Religion/belief: please ✔	Yes	No
	✔	

Please give details of the negative impact?
None
Please give details of the positive impact?
There are no activities included which are specifically linked to religion and belief. Partnerships will however take into account different religions and beliefs in the provision of services as necessary.
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Delivery plans will be reviewed annually and relevant activities included as necessary
What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

9. Sexual orientation

Will the policy provide a **negative impact** for gay men/lesbians/bisexuals

Sexual orientation: please ✔	Yes	No
Gay men/lesbians/bisexuals		✔

Will the policy provide a **positive impact** for gay men/lesbians/bisexuals?

Sexual orientation: please ✔	Yes	No
Gay men/lesbians/bisexuals	✔	

Please give details of the negative impact?

Please give details of the positive impact?
There are no activities included which are specifically linked to sexual orientation. Partnerships will be mindful of the different needs of customers in the provision of services.
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Delivery plans will be reviewed annually and relevant activities included as necessary
What supporting evidence do you have?
The identified outcomes and activities have been developed through partnership working and in accordance with relevant guidance and information gained from needs assessments and best practice. Extensive consultation has also been undertaken on the draft strategy

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)
Consultation on the draft strategy was undertaken from 24 January to 17 April 2011 and a feedback report will be produced. The draft strategy and a short questionnaire were made available on council and partner websites. A link to the consultation website pages was sent to a wide range of organisations including: Race Equality First The Welsh Language Board Cardiff and Vale Coalition for Disabled People Stonewall Cymru LGBT Excellence Centre Wales Age Concern Consultation was also undertaken through the Older People's Strategy Forum and with Children and Young People including the production of a young person's version of the draft strategy. Further consultation was undertaken with the Citizens' Panel and at a Local Service Forum event which was attended by around 80 people from the public, private, community and voluntary sectors.
Who was consulted?
As above

How have the results of the consultation been implemented?
The results of the consultation have been collated and have informed changes to the draft strategy and the delivery plans. A feedback report on the consultation will be produced.

11. Monitoring

How will you monitor the impact of this policy on service users?
Partnerships will be responsible for their delivery plans and monitoring progress. Activities linked to this strategy are wide ranging and their impact will be monitored by different service providers as appropriate.
What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?
This will be determined on a service by service basis as appropriate.

Publication of policy
How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

Details:
The Strategy including an Executive Summary and a young people's version will be published electronically and translated into Welsh. Hard copies of the strategy and delivery plans will be made available at some key locations and on request. Requests for copies of the strategy in other formats will be considered on request.

12. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

13. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be published on the Council's website.

14. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name):Huw Isaac	Date:13th May 2011
Designation: Head of Performance and Development	