

Initial Equalities Screening Record Form

Date of Screening: 6 August 2015	Directorate: Chief Executives Office	Section: Performance and Partnerships
1. Activity to be assessed	Council Plan 2015-2019. This document is based on the manifesto commitments from the 2015 election and comprises of a narrative for the Council, strategic themes, key measures of success and performance indicators.	
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing	
4. Officer responsible for the screening	Genny Webb, Head of Performance and Partnerships	
5. Who are the members of the screening team?	Jackie Pinney and John Alnsworth	
6. What is the purpose of the activity?	<p>The document translates the manifesto into an over-arching framework setting out the future direction of travel for the organisation.</p> <p>The purpose of the activity is to:</p> <ul style="list-style-type: none"> - provide a strategic framework to deliver the manifesto - provide a strategic framework to tackle current and future financial pressures - provide a clear message to all residents, staff, partners and businesses about the future direction of the organisation 	
7. Who is the activity designed to benefit/target?	<p>All staff, Councillors, residents partners and businesses.</p> <p>The intended outcomes from the Council Plan are:</p> <ul style="list-style-type: none"> - Delivery of the manifesto - Providing value for money for residents - A clear strategic approach that staff 'buy-in' to and know how they fit in to the organisation - A strategic framework so there are consistent messages across Council strategies <p>The document provides the overall framework, but does not specify how we will deliver services to or work with any one protected group within the community. Any specific service changes that are proposed that will impact on communities will be subject to full consultation and EIA screening at the appropriate time.</p> <p>It is intended to include a list of core, statutory strategies in the Council Plan, this will include the Council's 'All of Us' Equality Scheme 2013-16 which outlines the Council's equality objectives and its action plan to achieve these. The Equality Scheme's objectives are reviewed every four years. The scheme will be reviewed next in 2016 in light of the Council's newly adopted narrative and plan.</p> <p>The points identified below are areas where it may be necessary to add something to the Council Plan to ensure that the plan maximises opportunities to advance equality of opportunity, a legal duty for the Council. A number of actions have also been identified to incorporate in to the communications plan.</p>	

Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making. include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities including conditions such as dementia.	Y	<p>Positive. Performance Indicators on adults with mental health issues or learning disabilities getting into employment are included. Key measure of success on accessibility and availability of mental health services for young people and adults.</p> <p>Communications Plan: Easy read version and other formats available on request e.g. large print and braille</p>	
9. Racial equality	Y	<p>Positive. The Council Plan refers to all residents within the borough, no specific communities are identified by race, gender or sexual orientation.</p> <p>Key Performance Indicators on Community Cohesion and people treating each other with respect and consideration.</p> <p>Any service changes that are proposed in the future as a result of the Council Plan will be subject to EIA screening and consultation.</p> <p>Communications Plan: Consider appropriate communications channels, including hard copies, social media, website Ensure variety of formats are available, including translation into other languages.</p>	
10. Gender equality	Y	Positive. As above.	
11. Sexual orientation equality	Y	Positive. As above.	

12. Gender re-assignment	Y	Positive. As Above.	
13. Age equality	Y	<p>Possible gap in Council Plan:</p> <p>Lifelong learning – will be including a performance indicator related to this. Awaiting confirmation of Performance indicator from Children, Young People and Learning.</p> <p>Communications Plan:</p> <p>Consider appropriate communications channels, including hard copies, social media, website</p> <p>Ensure variety of formats are available, including large print on request, translation into other languages available on request, easy-read version</p> <p>Ensure compliance with corporate standards.</p>	
14. Religion and belief equality	Y	Positive. As per comments for 9-12 above.	
15. Pregnancy and maternity equality	Y	<p>Communications Plan:</p> <p>Need to ensure that staff on maternity leave are updated on the Council Plan through their 'KIT' days.</p>	
16. Marriage and civil partnership equality	N	Neutral. No impact identified for this over-arching framework.	
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/sex-offenders, armed forces communities) and on promoting good community relations.	<p>The Council Plan relates to all residents within the borough, therefore any group could be affected by future service changes. The Council Plan is a strategic framework and any service specific changes that are proposed will be subject to EIA screening at the appropriate time.</p> <p>As the overarching framework the plan sets out our strategic priorities to advance equality of opportunity and includes equalities priorities that will promote good community relations; (bullet points below are based on the draft Council Plan dated 6 August 2015)</p> <p>Narrative</p> <ul style="list-style-type: none"> - 'all residents can thrive... and benefit from core services' - 'targeting our services... prioritise people and areas with the greatest need, early help and prevention so struggling or vulnerable people can maximise their opportunities to become independent.' 		

Strategic Themes

- 'promote self-reliance and empower people to take responsibility for their communities'
- 'People have the life skills and opportunities they need to thrive'
- 'Everyone is equipped... empowered to lead independent lives'
- Individuals and families take personal responsibility for their own wellbeing and safety while respecting the rights of others. Communities are active, get on well together, are well integrated and crime rates are low


Key measures of success

- 'Community involvement and the use of volunteers in the delivery of Council services has increased'
- Resident and staff satisfaction levels remain high
- 'Local residents have high levels of employment and incomes'
- Levels of attainment and pupil progress across all phases of learning for all pupils are raised
- Children and young people from disadvantaged backgrounds are supported to achieve their potential
- All young people who have left school go on to further education, find employment or undertake some form of training
- Children and young people with Special Educational Needs are supported
- Personal choices to allow people to live at home
- Accessibility and availability of mental health services for young people and adults
- Volunteering and community action in the borough are increased
- High levels of community cohesion are maintained

Performance Indicators

- Overall residents satisfaction
- Percentage of population satisfied with the borough as a place to live
- Staff satisfaction
- Percentage of people who feel they can influence decisions in their locality
- Unemployment rate
- Percentage of working age population that is in employment
- Average earnings
- Number of exclusions from secondary schools
- Achievement of pupils at all key stages
- Percentage of young people in schools rated good or better
- Attainment gap between pupils eligible for Free School Meals /Pupil Premium/Looked After Children and their peers
- Attainment of Looked After Children
- Number of 16 to 18 year olds who are not in education, employment or training
- Support for Children with Special Educational Needs
- Percentage of population believing people from different backgrounds 'get on well'
- Percentage of population who believe that people in the local area treat each other with respect and consideration

	<ul style="list-style-type: none"> - Number of Children in Need - Number of Children on Child Protection Plans - Number of cases that step up or step down from Children's Social Care - Number of families turned around through Family Focus project - Number of household nights in bed and breakfast - Percentage of homeless/potentially homeless customers helped to keep their home or find another one - Number of affordable homes delivered 												
<p>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</p>	<p>N/a</p>												
<p>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</p>	<p>N/a</p>												
<p>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</p>	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;">N</td> <td style="width: 50%;">Please explain for each equality group – N/a</td> </tr> </table>	N	Please explain for each equality group – N/a										
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<p>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</p>	<p>N/a</p>												
<p>22. On the basis of sections 7 – 17 above is a full impact assessment required?</p>	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;">N</td> <td style="width: 50%;">It is not necessary to proceed to a full equality impact assessment as no specific adverse impacts have been identified through the screening process.</td> </tr> </table>	N	It is not necessary to proceed to a full equality impact assessment as no specific adverse impacts have been identified through the screening process.										
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<p>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact; to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.</p>													
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 30%;">Action</th> <th style="width: 15%;">Timescale</th> <th style="width: 20%;">Person Responsible</th> <th style="width: 35%;">Milestone/Success Criteria</th> </tr> </thead> <tbody> <tr> <td>Produce comprehensive communications plan</td> <td>Sept 2015</td> <td>Genny Webb/Jackie Pinney</td> <td>Communications plan produced to implement from October 2015</td> </tr> <tr> <td>Ongoing review of the draft Council Plan to identify opportunities to advance equality of opportunity and promote community cohesion.</td> <td>Aug-Sept 2015</td> <td>Genny Webb</td> <td>Final Council Plan agreed by Executive on 20 October and recommended to Council</td> </tr> </tbody> </table>	Action	Timescale	Person Responsible	Milestone/Success Criteria	Produce comprehensive communications plan	Sept 2015	Genny Webb/Jackie Pinney	Communications plan produced to implement from October 2015	Ongoing review of the draft Council Plan to identify opportunities to advance equality of opportunity and promote community cohesion.	Aug-Sept 2015	Genny Webb	Final Council Plan agreed by Executive on 20 October and recommended to Council	
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<p>24. Which service, business or work plan will these actions be included in?</p>	<p>Performance and Partnerships work plan</p>												

25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	N/a
26. Chief Officers signature.	Signature:  Date: 1/16/15

When complete please send to abby.thomas@bracknell-forest.gov.uk for publication on the Council's website.