

## Appendix B

### Equality Impact Assessment - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage Two, Equality Impact Assessment is required.

<b>Name of policy, strategy or function:</b>	Council Strategy 2015 - 2019
<b>Version and release date of item (if applicable):</b>	
<b>Owner of item being assessed:</b>	West Berkshire Council
<b>Name of assessor:</b>	Catalin Bogos
<b>Date of assessment:</b>	29/03/2016

Is this a:		Is this:	
<b>Policy</b>	<b>No</b>	<b>New or proposed</b>	<b>No</b>
<b>Strategy</b>	<b>Yes</b>	<b>Already exists and is being reviewed</b>	<b>Yes</b>
<b>Function</b>	<b>No</b>	<b>Is changing</b>	<b>No</b>
<b>Service</b>	<b>No</b>		

1. What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
<b>Aims:</b>	The aim of the Strategy is to set out the aims and priorities for improvement that will be the focus of the council over the next four years. Aims: A. Better educated communities. B. A stronger local economy. C. Protect and support those who need it. D. Maintain a high quality of life within our communities. These aims are supported by the overarching approach to 'Become an even more effective council'.
<b>Objectives:</b>	The Council Strategy is the highest level plan produced to clarify the strategic direction of the council for medium term and to inform more detailed planning at service and individual level.
<b>Outcomes:</b>	The outcomes detailed in the strategy refer to improvements in the following areas: 1. Improve educational attainment.

	<p>2. Close the educational attainment gap.</p> <p>3. Enable the completion of more affordable housing.</p> <p>4. Deliver or enable key infrastructure improvements in relation to roads, rail, flood prevention, regeneration and the digital economy.</p> <p>5. Good at safeguarding children and vulnerable adults.</p> <p>6. Support communities to do more for themselves.</p>
<b>Benefits:</b>	<p>The primary beneficiaries are the residents in West Berkshire by being informed of the areas the council will focus on to improve the services they receive.</p> <p>Council officers and partner organisations will be able to detail their plans based on the strategic direction set by the Council Strategy.</p>

**2. Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.**

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this</b>
All residents within West Berkshire	The expected effect is that areas that require the most improvement receive the necessary focus of activity and resources.	Council Strategy 2015-2019 Responses to the consultation on the Council Strategy 2015-2019.

**Further Comments relating to the item:**

There will be a positive benefit to certain protected groups such as the elderly, disabled, children particularly those from more challenging socio economic backgrounds.

The activities to deliver the strategy will be provided within the existing policy framework and will be provided by the individual service areas. The services will consider the measures and the impact of implementing the specific actions and conduct specific Equality Impact Assessments when required.

<b>3. Result</b>	
<b>Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?</b>	<b>No</b>
<p><b>Please provide an explanation for your answer:</b></p> <p>Full Council has considered at their annual meeting on the 19<sup>th</sup> May 2015 the feedback received following public consultation on the aims and priorities for</p>	

improvement that are included/maintained into the updated Council Strategy 2016 – 2020.	
<b>Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?</b>	<b>No</b>
<b>Please provide an explanation for your answer:</b> No adverse impact is expected.	

**If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, or you are unsure about the impact, then you should carry out a Stage 2 Equality Impact Assessment.**

**If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.**

<b>4. Identify next steps as appropriate:</b>	
<b>Stage Two required</b>	no
<b>Owner of Stage Two assessment:</b>	
<b>Timescale for Stage Two assessment:</b>	
<b>Stage Two not required:</b>	

**Name: Catalin Bogos**

**Date: 29/03/2016**

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**Please now forward this completed form to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.**