



EQUALITY IMPACT ASSESSMENT

Partial Assessment Form

Policy, practice, function or project assessed	Economic Strategy (draft)
Lead Officer	Nicole Kritzinger
Team	New Communities
Start date of assessment	9 November 2010
Completion of assessment	

Please use this form to record your findings in relation to the assessment of an existing policy, function, service or practice.

A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED
<p>A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function? A range of policies, programmes and actions designed to create an environment that is conducive to economic prosperity, well being and wealth creation and retention at the local level</p>
<p>A2. Is this policy or function associated with any other Council policy or priority? Yes 2010/11 and proposed for 2011/12</p>
<p>A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community? South Cambridgeshire as a District. – Residents and businesses. The strategy aims to deliver benefit for the economic well being of the district from matters such as utilities (e.g. broadband), employment land and jobs, business support and so forth within sustainable, environmental (lower carbon) limits.</p>
<p>A4. Is the policy/function corporate and far-reaching? Far reaching – to be delivered with internal partners (housing, planning, finance, etc) and external partners (Local Enterprise partnership, businesses, sub-regional partnerships, other local authorities as agendas overlap.</p>
<p>A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details. No significant change planned. We do acknowledge that the new policies and following practise of the Growth and Localism agendas may impact on delivery.</p>
<p>A6. Is this a new or existing policy or function? New</p>

B. EVIDENCE/ DATA and CONSULTATION

It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.

B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function?

In order to develop the aims, objectives and actions of the economic strategy, residents as well as businesses and relevant stakeholders were consulted in an economic assessment. The assessment also took into account quantitative economic data as well as relevant policies (e.g. LDF, Regional Economic Strategy, etc) on board.

B2. Have you compared the data you have with the equality profile of the local population? What does it show?

Yes. This was part of the assessment. (Also refer to B1 above).

B3. Have you identified any improvements or other changes that could be made from monitoring the data?

Data will be monitored on an on-going basis and improvements and changed circumstances taken aboard as part of the service plan.

B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views?

Yes. This was part of the economic assessment. These results have been incorporated into the draft economic strategy and external and internal stakeholders consulted once again.

B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?

Refer to the above – Staff will be involved in the delivery and thus engagement in the assessment and draft strategy has taken place.

B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.

Refer to B1. Professional economic consultants have been engaged to ensure all data and views are captured to identify the priorities and actions of the strategy (arising from the assessment).

C1. IMPACT OF THE POLICY OR FUNCTION

Assess the potential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
AGE: Identify the potential impact of the policy or function on different age groups.	Neutral	
DISABILITY: Identify the potential impact of the policy or function on disabled people.	Neutral	
GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.	Neutral	
MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.	Neutral	
PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.	Neutral	

RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.	Neutral	
RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.	Neutral	
SEX: Identify the potential impact of the policy or function on men and women.	Neutral	
SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.	Neutral	
OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.	Positive	
Services for the rural community (e.g. Post Offices and broadband, rural businesses) addressed as part of the strategy.		

PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.

Not applicable

C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?

Yes, through meeting Council Actions for 2010/11 and 2011/12.

South Cambridgeshire District Council's economic strategy is developing in the context of Council policies and aims, starting with vision of the Council:

- ◆ *To make South Cambridgeshire a safe and healthy place where residents are proud to live and where there will be opportunities for employment, enterprise and world-leading innovation.*
- ◆ *We will be a listening Council, providing a voice for rural life and first-class services accessible to all.*

C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial assessment?	Yes?	<input type="checkbox"/>	If “NO”, what arrangements are in place for evidence gathering and continuing with the assessment?
	No?	<input type="checkbox"/>	
D2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?	Yes?	<input type="checkbox"/>	If “YES”, will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?
	No?	<input type="checkbox"/>	
D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?	Yes?	<input type="checkbox"/>	If “YES”, have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities? Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when?

	No?	<input type="checkbox"/>	Has the Equalities Steering Group and the Consultative Forum reviewed the assessment? If so what were their comments?
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D4. Do you have any other conclusions/outcomes from the partial assessment?

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress

RESOURCES

Does the above action plan require any additional resources?

ARRANGEMENTS FOR MONITORING

Please give your plans for monitoring the achievement of the above actions.

SIGN OFF: The officers below confirm that this partial assessment has been completed in accordance with the Council's guidance

Signature of Lead Officer

Date:

Signature of Corporate Manager or Chief Officer:

Date:

Please retain the original form on your service area and return a copy of the completed form to the Equality & Diversity Officer.