

**Equality Impact Assessment
Initial Assessment Form**

Service Area.....Policy, Partnerships & Performance.....

1. What is the name of the proposed policy, procedure, project etc to be assessed.	
Ensuring corporate performance management framework (PMF) adequately monitors equalities issues	
2. What are the aims or intended outcomes of the policy to be assessed.	
Ensure that equalities forms an integral part of the corporate PMF and effectively monitors equalities issues at a corporate level. NOTE: It is important that current work and future plans of the Corporate Equality Planning & Monitoring Group are considered alongside this initial assessment form as this will form part of the corporate PMF in relation to equalities.	
3. Is there any potential public or staff concern that this function, policy or proposal may have a discriminatory impact	
PUBLIC No public concerns have been expressed or identified.	STAFF No staff concerns have been expressed or identified.
4. Is there any other evidence (results of consultations, monitoring data etc) to suggest that the proposals could have an adverse/differential impact on the grounds of	
<ul style="list-style-type: none"> a. Race b. Religion c. Gender d. Disability e. Sexual Orientation f. Age <p>There is no evidence to suggest the corporate PMF is adversely affecting any of these groups. The current framework has focussed on the national equalities BVPIs which only covers a limited area of equalities performance. No specific work has taken place to see if there is evidence to suggest the current PMF may be having a differential impact on any of the ETG's.</p>	
5. If there is no evidence are there any experts/ relevant groups who you can approach to explore their views on the issues	
Corporate Equality Planning & Monitoring Group. Hyndburn Community Network (HCN) – who are affiliated to the Network who represent particular interest needs.	

The BME forum are a separate body we use to consult on BME issues

ETG Focus Groups / Service Managers

Other LAs

6. How will the views of these groups be obtained

Head of PPP sits on Corporate Equality Planning & Monitoring Group and will steer the development of the corporate PMF

ETG Focus Groups

Telephone/e-mail contact

Visits

Attendance at events

7. Please detail the outcomes of these consultations

n/a yet

8. What are the risks (if any) associated with the policy in relation to the adverse/differential impact on the ETG's

Inequality of access to services and inequality of service standard.

Reputational impact on the council.

9. Considering the evidence above how relevant is this proposal to the equality Target Groups. Please provide a rationale for your conclusions

	High	Medium	Low
Disability		√	
Race		√	
Gender		√	
Sexual Orientation		√	
Age		√	
Religion or Belief		√	

10. If in your judgment the proposed service/policy etc does have an adverse impact? Can that impact be justified?	
No – the corporate PMF should help ensure all sections of the community receive equitable treatment.	
11. What steps will you take to address any unjustified impact	
Best practice in other areas will be reviewed.	
The Corporate Equality Planning & Monitoring Group needs to feed in to the development of the corporate PMF identifying those areas that should be reflected in the corporate PMF.	
12. Are there any additional resource implications for the steps that need to be taken, both in terms of time and finances	
None identified at this stage	
13. How will you monitor the effect of this function, policy etc on the equality target groups	
Corporate Equality Planning & Monitoring Group	
Routine performance reports to PMT, CMT, Cabinet, Council etc.	
14. Does this policy need to be fully impact assessed? Please give reasons	
No – It is anticipated that the work of the Corporate Equality Planning and Monitoring Group will feed in to the ongoing development of the corporate PMF as their work progresses.	

Name Michael Walker
Signed

Service PPP



Date:: 19th March 2008

Service Manager Signature

Approved by Corporate Equalities Planning and Scrutiny Group

Signed



Date: 19th March 2008