

**Equality Impact Assessment  
Level One  
Initial Screening**

<b>Service Area</b>	Policy, Partnerships and Performance
<b>Title of policy, procedure, strategy, function or working practice:</b>	The future of partnership working in Hyndburn

**1. What are the aims, objectives and intended outcomes of the proposed policy, procedure, strategy, function or working practice to be assessed?**

Review of current arrangements for partnership working to make collaboration more effective, streamlined and focused in light of resource pressures and new government policy.

**2. Who is intended to benefit from the policy, procedure, strategy, function or working practice and in what way? Think about who will benefit and how. This will prompt thoughts on who will not benefit and whether this can be justified.**

All residents will benefit from strengthened collaborative working, leading to improved outcomes and better services locally.

There is no indication at this stage that changes to the partnership-working arrangements themselves will have a differential impact on any of the groups listed below.

Activities to support all sections of the community, particularly the most vulnerable, will continue. These include:

- A health partnership action plan, which is focusing on reducing health inequalities in the borough.
- The Hyndburn Children's Trust's has commissioned a Family Intervention Project, which is working successfully to improve life chances for some of Hyndburn's most vulnerable children and young people.
- AWAAZ has been commissioned to undertake research into community cohesion issues within the borough.
- A NEETs strategy group is driving interventions to reduce the number of 16-18 year olds not in education, employment or training.
- A worklessness group is in place to tackle high unemployment and high levels of people

on out of work benefits in Hyndburn.

- The needs of Older People will continue to be identified and addressed through the Hyndburn Over 50s Forum.

Once the review of current arrangements has been implemented and a new structure is in place, any relevant proposals will be assessed in terms of their equality impact (alongside a range of other issues). This will be done, as a matter of course, to secure high-quality, informed decisions, which enable senior Elected Members, officers and partners to consider the potential effects of any actions in a rounded way.

**3. Is there any evidence of impact on people on the grounds of Race, Religion, Gender, Disability, Sexual orientation and age as a result of this policy, procedure, strategy, function or working practice. If there is positive or negative impact then please indicate the levels.**

<b>a. Race</b>						
<i>Impact:</i>	Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input checked="" type="checkbox"/>
<i>Level:</i>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>
<b>b. Religion</b>						
<i>Impact:</i>	Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input checked="" type="checkbox"/>
<i>Level:</i>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>
<b>c. Gender</b>						
<i>Impact:</i>	Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input checked="" type="checkbox"/>
<i>Level:</i>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>
<b>d. Disability</b>						
<i>Impact:</i>	Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input checked="" type="checkbox"/>
<i>Level:</i>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>
<b>e. Sexual Orientation</b>						
<i>Impact:</i>	Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input checked="" type="checkbox"/>
<i>Level:</i>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>
<b>f. Age</b>						
<i>Impact:</i>	Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input checked="" type="checkbox"/>
<i>Level:</i>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**4. Has any positive/negative impacts been identified which cannot be justified?**

Yes - Proceed to stage 2 or 3 Go to question 5

No - No need to proceed to stage 2 or 3 Go to question 7

**5. Should the policy procedure proceed to stage 2 Partial impact assessment or stage 3 Full Impact Assessment?**

Stage 2  Stage 3

**6. What dates will the stage 2 or stage 3 impacts Assessment be completed by?**

Day	Month	Year

**7. Has this Initial Screening been sent to the HR department to be uploaded on the internet?**

YES  NO

**8. (HR Policies Only) Is the Policy consistent with employment Codes of Practice on Race, Gender and Disability? If not what else needs to be included**

Name  Service Area

Signed  Date

**Service Manager Signature**

Approved by Departmental Equalities Representative

**Signed**  **Date**

If any actions have been identified, please state date of review:  
(This is usually 12 months after the initial EIA has taken place)