



Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area HRP&P	Head of Service: Debra Wood-Lawson	Person responsible for the assessment: Ceri Dowsett	Date of Assessment Aug 2012	
Name of the policy / practice to be assessed: Corporate Plan 2012-17			Is this a new, existing or policy / practice under review?	New
1. Briefly describe the purpose of the policy / practice If the policy / process is under review, please list any options under consideration		The Plan sets out Newport City Council’s strategic direction and improvement ambitions for the next 5 years. It sets out clear priorities which NCC hopes will deliver a positive future for the City.		

<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<p>The Plan encompasses all NCC strategic Plans and Strategies including but not limited to:</p> <ul style="list-style-type: none"> • Improvement Plan • Strategic Equality Plan • Service Plans • Business Unit Plans • Your Review (employee appraisal)
<p>3. Who are the main stakeholders in relation to the policy / practice?</p>	<ul style="list-style-type: none"> • All Staff (inc. HoS/CDT) • All Citizens of Newport • Elected Members • Visitors to Newport • Partner organisations and Stakeholders (e.g. LSB, etc)
<p>4. Who performs the service?</p>	<ul style="list-style-type: none"> • NCC (all staff) • Elected members • (indirectly partner organisations e.g. LSB)
<p>5. What outcomes are wanted from this policy / practice?</p>	<p>The City can mirror the themes it aspires to in the Plan:</p> <ul style="list-style-type: none"> • A Caring City • A Fairer City • A Learning and working City • A Greener and healthier City • A Safer City

<p>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</p> <p>Please list the factors for each separate policy / process options under consideration</p>	<ul style="list-style-type: none"> • Financial position of Authority will not lend itself to core aims of Plan • Staffing and other resource issues • Negative publicity • Change in demographics • Change in Administrations priorities/manifesto
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>The Plan was subject to required consultation in line with established protocols (i.e. via scrutiny process/Cabinet Member)</p> <p>Consideration during cabinet report submission process (CFO/Chief monitoring officer/head of HR&P)</p> <p>The core aims of the Plan mirror the administration’s manifesto. This was established from significant national and local consultation which outlined areas of key concern. The five themes (Caring/Fairer/Learning & Working/Greener & Healthier/Safer) reflect the bigger issues that the Council will focus on to ensure that everyone has fair and equal accesses to services and a higher quality of life can be established for all. The administration ran their election on these themes; therefore comprehensive consultation took place at a national and local level.</p>

8. Give a summary of the information the council has taken into account for this assessment

(See 7 above) Comprehensive consultation took place on these themes:

A Caring City: The council has reviewed its position on building sustainable neighbourhoods; helping people live independently and supporting all members of the community from the youngest to the eldest.

A Fairer City: Ensuring all decisions are tested for fairness; Making the most of our resources; supporting communities and building capacity (establishing a Fairness Commission).

A Learning and Working City: Improving life chances of children and young people and adults; Creating quality, sustainable schools and raising attainment; transforming economy, accessing and deploying new technology; increasing skills and employment opportunities

A Greener and Healthier City: Improving attractiveness of the city; promoting sustainability; supporting people to live healthier lives.

A Safer City: reducing crime, ASB and re-offending; improving quality of life and residents' feelings of safety; enhancing reputation of City as a vibrant, welcoming place to visit and enjoy.

<p>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion / belief • Welsh language • Gender reassignment • Marriage / civil partnership • Sexual orientation 	<p>Yes – to all listed protected characteristics.</p> <p>The Plan aims to increase fairness and equality across the City by ensuring that its corporate commitments recognise that where inequality and unequal access to services exists, these disparities will be addressed and eliminated. These aspirations can be further realised when the authority’s Fairness Commission is established.</p>
<p>10 .Summary of the impact of the policy / practice on the general equality duty</p>	<p>Broadly, the Plan will benefit the people of Newport (by providing a corporate compass/direction for NCC staff) if it can effectively deliver the priorities central to the five themes.</p> <p>By giving particular consideration to the Fairness City theme, NCC’s commitment is to ensure equality and fairness in the access and provision of its services is evident and available at all times.</p> <p>In addition, the council continues to implement its Strategic Equality Plan which is cross-cutting; this will support the delivery of the Corporate Plan as they are intrinsically linked.</p>

Equality Action Plan		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations in all areas is central to the Plan.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	Final endorsement of the Plan will take place during the next session of full Council which is scheduled for end of September 2012.	
How will the policy / practice be: <ul style="list-style-type: none"> • Monitored • Performance assessed • Reported 	<ul style="list-style-type: none"> • Ongoing service delivery monitoring/target setting and review • Customer feedback • Reporting regularly to NCC administration • Regular performance monitoring aligned to established performance measures/indicators • Reports to Performance Board/Scrutiny/Cabinet members/SMT on a regular basis in terms of performance 	All staff are responsible for delivery of NCC's Corporate Plan
Does the EIA need be revisited in 6 months/ a year ?	No.	

Signed (lead officer) _____

Signed (Head of Service) _____