

## Appendix C: EIA process for services, policies, projects and strategies

<p>1. Using information that you have gathered from service monitoring, surveys, consultation, and other sources such as anecdotal information fed back by members of staff, in your opinion, could your service / policy / strategy / decision (including decisions to cut or change a service or policy) disadvantage, or have a potentially disproportionately negative effect on, any of the following groups of people:</p> <ul style="list-style-type: none"> <li>• <i>People of different ages – including young and older people</i></li> <li>• <i>People with a disability</i></li> <li>• <i>People of different races/ethnicities/nationalities</i></li> <li>• <i>Men</i></li> <li>• <i>Women</i></li> <li>• <i>People of different religions/beliefs</i></li> <li>• <i>People of different sexual orientations</i></li> <li>• <i>People who are or have identified as transgender</i></li> <li>• <i>People who are married or in a civil partnership</i></li> <li>• <i>Women who are pregnant or on maternity leave or men whose partners are pregnant or on maternity leave</i></li> <li>• <i>People living in areas of deprivation or who are financially disadvantaged</i></li> </ul>
<p>The plan is the final year refresh of a four year plan. It sets the priorities and vision for the Council, summarising the projects to be pursued to this end. There is unlikely to be a disproportionately negative effect on any of the groups listed with impact on all characteristics; the plan as a whole aspires to maintain performance and the range of services provided by the council. All suggested changes which are deemed significant proposals are fully consulted on in line with Major Service Review processes.</p>
<p>2. What sources of information have you used to come to this decision?</p>
<p>The previous pieces of work undertaken to provide the basis for the strategy, eg. MSR Consultation 2013.</p>
<p>3. How have you tried to involve people/groups in developing your service/policy/strategy or in making your decision (including decisions to cut or change a service or policy)?</p>
<p>The original Business Plan underwent public consultation during February to March 2011. The decision is directly related to the refreshed document. The MSR Consultation 2013 (July-September) used results of the Citizen/Stakeholder Survey 2013 to inform its proposals and was subject to an EIA. Individual projects that may impact upon equality groups should be the subject of EIAs themselves with involvement/consultation as appropriate. No specific consultation has taken place against the Business Plan refresh for 2014/2015, however the Council's priorities are informed by the Citizen Survey which gathers views on a range of issues including the Council's budget. The survey results assist the Council in making plans to deliver services and make efficiency improvements.</p>
<p>4. Could your service/policy/strategy or decision (including decisions to cut or change a service or policy) help or hamper our ability to meet our duties under the Equality Act 2010? Duties are to:</p> <ul style="list-style-type: none"> <li>▪ Eliminate discrimination, harassment and victimisation</li> <li>▪ Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people)</li> <li>▪ Foster good relations between people who share a protected characteristic and those who do not share it</li> </ul>
<p>The action around <i>Financial Inclusion Strategy</i>, which is in response to implementation of national policy, could help '<i>advance equality of opportunity</i>'. Other impacts may be determined during the lifetime of the Plan. Any initiatives that may impact upon equality groups should be subject to an individual EIA.</p>
<p>5. What actions will you take to address any issues raised in your answers above?</p>
<p>Again, any initiatives that may impact upon equality groups should be subject to an individual EIA. The Council needs to achieve savings and this will be increasingly difficult to achieve without impacting somehow on service delivery.</p>