

EQUALITY IMPACT ASSESSMENT FORM



Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

Section 1: Description

Department	Economic Growth & Prosperity	Lead officer responsible for assessment	Caroline Simpson			
Service	Building & Planning Consultancy	Other members of team undertaking assessment	Ian Bunn, David Laycock			
Date	24/7/14	Version 1.0				
Type of document (mark as appropriate)	<div>Strategy</div> <div>✓</div>	<div>Plan</div> <div></div>	<div>Function</div> <div></div>	<div>Policy</div> <div></div>	<div>Procedure</div> <div></div>	<div>Service</div> <div>✓</div>
Is this a new/existing/revision of an existing document (mark as appropriate)	<div>New</div> <div>✓</div>	<div>Existing</div> <div></div>	<div>Revision</div> <div></div>			
<p>Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation)</p> <p>Please attach a copy of the strategy/plan/function/policy/procedure/service</p>	<p>The creation of an Alternative Service Delivery Vehicle for Cheshire East's Building and Planning Consultancy Services</p> <p>Aligned with the Council's declared goal of becoming a strategic commissioning authority this proposal is about establishing a wholly-owned company that will offer a "Building and Planning Consultancy" service. This will stem the current decline in business, support future inward investment into our communities and realise the benefits and associations of those services which may be improved through the provision of a "one-stop" shop approach, co-ordinating advice and support and exploiting opportunities for upselling and package deals together with new services such as energy and fire risk assessments.</p> <p>The project will contribute to the following outcomes and priorities specified in the Council's 3 year plan:</p> <p><u>Outcome 2:</u> Cheshire East has a strong and resilient economy Cheshire East is known as a good place to do business – we attract inward investment, there is access to a high quality workforce and our businesses and visitor economy grow, to create prosperity for all</p> <p><u>Priority 6:</u> Redefining the Council's role in core place-based services</p> <p><u>Priority 7:</u> Re-shaping the organisation – 7.2 Develop a more affordable model of corporate and support services with</p>					

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	<p>key subject expertise, to enable better strategic commissioning and delivery of frontline services</p> <p>This document forms part of the Detailed Business Case for the proposal which sets out the plan fully</p>
Who are the main stakeholders? (e.g. general public, employees, Councillors, partners, specific audiences)	<ul style="list-style-type: none"> • Members of the general public who use/potentially could use Building and Planning Services (both statutory and discretionary) • Property developers who use/potentially could use Building and Planning Services (both statutory and discretionary) • Councillors & the Council • Employees of Building & Planning services

Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	<ul style="list-style-type: none"> • Members of the general public who use/potentially could use Building and Planning Services (both statutory and discretionary) • Property developers who use/potentially could use Building and Planning Services (both statutory and discretionary) • Councillors & the Council • Employees of Building & Planning services • Residents of CEC <p>NB: Service users should not be negatively impacted in any way since the intention is a 'lift-and-shift' of current services together with their augmentation by offering a 'one-stop-shop' package of services. The front-line delivery of constituent services will essentially remain unchanged</p>
Who is intended to benefit and how?	<ul style="list-style-type: none"> • Service users will benefit from an enhanced range of service packages which will simplify their dealing with the Council and other statutory agencies during their building and planning submission and approval process. • The Council and residents will benefit from a reversal of the current decline in market share which would otherwise result in increasing costs for the statutory and non-chargeable services which must be provided. • The Council/company will benefit from the freedom to operate in a less bureaucratic way, delivering efficiency savings and with the potential to develop new, more effective service offerings
Could there be a different impact or outcome for some groups?	<p>There is no negative impact for any group since the project is purely about developing a new company not changing any of the constituent services on offer nor the way in which they are already delivered - fairly and equitably.</p> <p>There is the potential for a small positive impact on groups who might find negotiating current separate services departments</p>

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			difficult and who will therefore appreciate the offer of an inclusive one-stop-shop approach (e.g. disability home adaptations)								
Does it include making decisions based on individual characteristics, needs or circumstances?			No – the project is purely about developing a new company not about making any changes to the constituent services on offer nor the way in which they are already delivered - fairly and equitably.								
Are relations between different groups or communities likely to be affected? (e.g. will it favour one particular group or deny opportunities for others?)			No – the project is purely about developing a new company not about making any changes to the constituent services on offer nor the way in which they are already delivered - fairly and equitably.								
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?			No – the project is purely about developing a new company not about making any changes to the constituent services on offer nor the way in which they are already delivered - fairly and equitably However the aim of developing new packaged services to meet demand will mean that, in future, specifically targeted services could be developed as necessary. Any new service proposals would be subject to further EIAs as appropriate								
Is there an actual or potential negative impact on these specific characteristics? (Please tick)											
Age	Y	N ✓	Marriage & civil partnership	Y	N ✓	Religion & belief	Y	N ✓	Carers	Y	N ✓
Disability	Y	N ✓	Pregnancy & maternity	Y	N ✓	Sex	Y	N ✓	Socio-economic status	Y	N ✓
Gender reassignment	Y	N ✓	Race	Y	N ✓	Sexual orientation	Y	N ✓			
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts									Consultation/involvement carried out		
									Yes ✓		No
Age			The project is purely about developing a new company not about making any immediate changes to the constituent services on offer						The entire staff group (and unions) affected has been kept informed of this		
Disability											

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Gender reassignment	<p>nor the way in which they are already delivered - fairly and equitably</p> <p>Similar solutions implemented in other councils such as Birmingham and Norwich & Norfolk have demonstrated successful implementation with no negative impacts</p>	<p>development over the last 6 months. They have contributed positively with suggestions as to how services could be developed under a new regime</p> <p>Councillors have been briefed and involved in the development of proposals</p>	
Marriage & civil partnership			
Pregnancy & maternity			
Race			
Religion & belief			
Sex			
Sexual orientation			
Socio-economic status			
Proceed to full impact assessment? (Please tick)	<p>Yes</p>	<p>No <input checked="" type="checkbox"/></p>	<p>Date 24/7/14</p>

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If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age	FURTHER ASSESSMENT NOT REQUIRED			
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				

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Carers	
Socio-economics	
Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)	

Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer signoff		Date	

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Head of service signoff		Date	
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Please publish this completed EIA form on your website