



Equality Impact Assessment questionnaire

(covering race, gender, disability, sexual orientation, religion or belief and age)

This Equality Impact Assessment (EqIA) seeks to assess the impacts of your service, function, policy or strategy on people who are legally protected from discrimination (this is people belonging to one or more of these groups: race, religion, disability, sexual orientation, religion or belief and age).

Conducting this EqIA will ensure that any positive or negative impacts on people legally protected from discrimination are highlighted and the necessary action is taken to ensure equality in our services.

This impact assessment must be reviewed at least every three years.

Build the next review of this service/policy into your departments' Management Plan.

Service or Policy Area:	Medium Term Financial Strategy
Service Unit:	Accounting & Finance
Officer Completing Assessment:	Andy Baldwin, John Williams & Fozia Yamin
Telephone:	██████████
Date:	Wednesday 17 th December 2008

General	
Q.1	Please provide a brief description of this service/policy including its aims and objectives
	The Medium Term Financial Plan (MTFP) sets the financial strategy and policy framework for the District Council.
Q. 2	Please list the main stakeholders/beneficiaries/ recipients of this service/policy
	Indirectly it affects both our residents and staff- as it sets a framework within which the Councils budget will be spent.
Q. 3	If this service/policy is provided by another organisation behalf of the Council, please give the names of these organisations
	None.

Consultation	
Q. 4	Please list any consultation activity with internal or external customers carried out over the last year: e.g. satisfaction surveys, focus groups or citizens panel exercises etc.
	No consultation has been done on the MTFP but the Budget is consulted on. However, the MTFP is developed through the Councils Priorities, which are consulted upon. We believe consultation on the MTFP needs an unbiased approach but the Council consults on its properties and objectives which form the basis for any investments or increases in expenditure within the MTFP.
Q. 5	Please list any arrangements you have made, or are planning for consulting with groups protected from legal discrimination on your service/policy
	See above.
Q. 6	Please list groups protected from legal discrimination you have consulted with

	See above.
Q. 7	Please state how you consult with members of your staff about your service/policy
	All Heads of Service and Budget holders are consulted with in the development of the MTFP, whose responsibility it is to consult with their staff.
Q. 8	Please list any changes to your service/policy that you have made, or you plan to make as a result of consultation with groups protected from legal discrimination
	The MTFP is updated in an annual basis to account of priorities and non-priorities of the Council.

Discrimination	
Q. 9	Please list any evidence you have of this service/policy having an adverse impact on any groups (internal or external) protected from legal discrimination
	<p>The MTFP sets the framework within which spending decisions are made; some of these decisions may have an adverse impact on some target groups.</p> <p>E.g. Disability Facilities Grants (DFG) are funded by the district Council to keep people with a disability living within the community rather than going into residential care. The main financial beneficiaries of this service are the County Council and the PCT for whom the cost of supporting someone with a disability in the community is far lower than having to pay for them in residential care. This Council feels that it can no longer afford to fund DFGs at their current level and is starting discussions with the PCT and County Council for them to fund an enlarged DFG programme, if this is successful there will be no adverse impact on those living within the community and hopefully an improved standard of service.</p> <p>One of the Council's four main priorities is for Children and Young People (C&YP) the Council has consistently invested in this service over the past two years.</p> <p>Across the 'age' strand the Council has also invested in Concessionary fares for the over 60s and free swimming for the over 60s.</p>

Q. 10	If the function or policy is discriminatory, is positive action justifiable to overcome the discrimination?
	The policy does not actively discriminate against any groups enjoying legal protection from discrimination. The MTFP is informed by the Priorities and non-priorities of the Council which may or may not be discriminatory.
Q. 11	Could the function or policy have an adverse impact on relations between groups protected from legal discrimination? If so, please describe
	See above

Service Delivery

Q. 12	Please list any alternative ways to improve access to your service/policy by groups protected from legal discrimination. <i>Include this in the Action Plan attached.</i>
	A move away from the purely financial focus of the MTFP to a focus on outcomes which will affect the communities.
Q. 13	Please list any alternative ways to improve understanding of your service/policy by groups protected from legal discrimination. <i>Include this in the Action Plan attached.</i>
	As above.

Monitoring

Q. 14	Please describe how monitor of take up of your service/policy
	N/a
Q. 15	How are the results of any monitoring analysed, reported and publicised?

	N/a
Q. 16	Does an analysis of your customer base against baseline population figures for the District show that you are reaching all groups in your area? If not, which groups are adversely affected?
	N/a
Q. 17	Please list any performance targets relating to equality in your function
	As per detailed budget.
Q. 18	Please list any plans you have to introduce new targets on equality in your service/policy <i>Include this in the Action Plan attached.</i>
	As above.

Miscellaneous	
Q. 19	If your function is provided by a private sector or voluntary sector organisation on a contract basis, please list any arrangements you have made or plan to make to make sure that these organisations ensure equality.
	N/a
Q. 20	Have you received any complaints about your service/policy in respect of equality issues? If so, please give a brief description
	No
Q. 21	Please list any staff training issues on equality arising from this assessment
	None
Q. 22	Does your service/policy result in any financial support being given to people protected from legal discrimination within the voluntary and community sector. If yes, please list organisations and amounts.

	As per detailed budget.
Q. 23	How do you plan to publicise the results of this assessment?
	Publish this assessment on the website.

ACTION PLAN

Please detail any action that you plan to take as a result of this impact assessment

Objective	Action/s	Lead Officer	Completed by
To understand the equality implications of the proposals within the MTFP.	Review of the MTFP in 2009 to require all Heads of Service to undertake an EqIA of cost pressures and budget reductions in preparation for the Medium Term Financial Strategy.	Andy Baldwin	31 st October 2009