

Stage 1: Equality Impact Assessment

1. What are the main aims purpose and outcomes of the change and how do these fit with the wider aims of the organization?

The Strategic Plan sets out the strategic direction of the Council. The new plan is aligned with previous plans the main change has been a renewed emphasis on listening to our communities.

The Strategic Plan sets out a vision for the council:

"That our residents live in decent homes, enjoy good health and a pleasant environment with a successful economy that is supported by reliable transport networks."

The mission is

"Putting People First"

This vision and mission is underpinned by 2 priorities, with eight areas of action.

2. How do these aims affect our duty to:

- **Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

The Strategic Plan proposed is underpinned by a number of policies and strategies that have regard to the above duty, including our workforce strategy, communication and engagement strategy and corporate equality policy. The mission statement "putting people first" reflects the desire to further the duty.

3. What aspects of the policy including how it is delivered or accessed could contribute to inequality?

The Strategic Plan sets the strategic direction for our spending and services,

all decisions and service delivery should have regard to the plan.

4. Will the policy have an impact (positive or negative) upon the lives of people, including particular communities and groups who have protected characteristics ? What evidence do you have for this?

If services are changed they will need to be assessed using the Equality Impact Needs Assessment to determine the impact on the lives of people.