



## Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

### 1: Proposal

Requirement	Detail
Title of proposal	Draft Corporate Plan 2021-2025
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	New Policy/Strategy – New Strategy
What is the objective of this proposal?	<p>This will form a central part of the Council's Budget and Policy Framework as set out in the Council's Constitution.</p> <p>The new Corporate Plan will be used to set the priorities, actions and influence the decision-making process of the council from 2021 to 2025*</p> <p>The Corporate Plan is used to strategically influence all other policies and strategies developed by the Council. It will set out</p>

Requirement	Detail
	<p>the vision for the Council, its values, define its overarching strategic commitments, set out its priorities and associated actions, outcomes, performance indicators and targets. It will affect the way all services are funded, delivered and developed over the term of the plan.</p>
<p>Has there been any consultation on this proposal? (list all the groups / communities, including dates)</p>	<p>4 weeks of public consultation is scheduled to take place in September 2021 on the summary draft Corporate Plan.</p> <p>The Council's various democratic committees have helped formulate the draft summary Corporate Plan.</p> <p>A set of stakeholder workshops were held in 2020 by the Shadow Authority. This also formed part of the consultation process for establishing the Council's draft vision and values.</p>
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>The Corporate Plan has the potential to affect all residents, businesses and visitors with those that rely on or frequently use council services being affected more than others.</p> <p>The intention of the Corporate Plan is for it to have an overall positive impact on individual and communities with protected characteristics.</p> <p>The consultation and engagement plan associated with the Corporate Plan will identify appropriate methods of communication to ensure key stakeholders can fully participate.</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>Consultation and engagement with widespread stakeholders</p>

Requirement	Detail
	Rigorous approval process which includes consideration at Executive and potential full council adoption.
Who will approve this proposal? (Committee, CLT)	Corporate Leadership Team, The Executive and Full Council.

## 2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination</b>?</li> <li>• Does this promote <b>fostering good relations</b>?</li> </ul>	<ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact?</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face?</li> </ul>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p><b>Age</b></p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<p>There are several different age ranges that are going to be positively affected with the priorities outlined in the Draft Corporate Plan.</p> <p>These being:</p> <p>Access to better quality Adult Social Care.</p> <p>Equal access to education for each child.</p> <p>Employment and training opportunities for young people.</p> <p>Assisting The Children's Trust to provide a greater level of support.</p>	<p>The consultation process will consider all age ranges to ensure that those age ranges have the opportunity to express their view on the proposed Corporate Plan.</p>	<p><b>Positive</b></p> <p>Neutral</p> <p>Negative</p>
<p><b>Sex</b></p> <p>Is one sex affected more than another or are they affected the same?</p>	<p>The proposed priorities will have a positive affect on both sexes, some priorities will positively affect one sex more than another, for example; there are ten times more homeless males than there are females in the North Northamptonshire. Therefore, tackling homelessness will affect more males than females.</p>	<p>The consultation process will provide opportunity for both sexes to engage with the process.</p>	<p><b>Positive</b></p> <p>Neutral</p> <p>Negative</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Disability</b></p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination</b>?</li> <li>• Does this promote <b>fostering good relations</b>?</li> </ul> <p>The Draft Corporate Plan will have a positive affect on people with many different types of disability including: Those that require support from adult services. People that require support from mental health services Those that often find obstacles in accessing leisure, culture and sport activities.</p>	<ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact?</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face?</li> </ul> <p>The consultation process will be accessible to ensure that all members of the community can take part in the process. If there someone has specific needs that require additional assistance to participate in the process the consultation owner will make any reasonable adjustment to ensure their participation.</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p><b>Positive</b> Neutral Negative</p>
<p><b>Gender Reassignment</b></p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>It is intended that the draft Corporate Plan will have a positive impact on trans individuals. This will be achieved from engaging with and respecting different groups within our communities. Engaging with groups to give them a greater say in their future.</p>	<p>Further opportunities to have a positive impact on people from the trans community will be explored when the action plan of the Corporate Plan is developed.</p>	<p><b>Positive</b> Neutral Negative</p>
<p><b>Race</b></p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>The draft Corporate Plan intends to have a positive affect on people from minority ethnic groups. This will be achieved from engaging with and respecting different groups within our communities. Engaging with groups to give them a greater say in their future.</p>	<p>Engaging with different community groups is likely to help explore opportunities to advance the equality of opportunity and foster good relations.</p>	<p><b>Positive</b> Neutral Negative</p>
<p><b>Sexual Orientation</b></p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>A priority of the draft Corporate Plan is to engage with different community groups within North Northamptonshire Council. This will include engaging and supporting with local LGBTQ+ groups to ensure they have a greater say in their future.</p>	<p>Engaging with different community groups is likely to help explore opportunities to advance the equality of opportunity and foster good relations.</p>	<p><b>Positive</b> Neutral Negative</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<b>Marriage &amp; Civil Partnership</b> Are people in a Marriage or Civil Partnership treated less favourably?			Positive Neutral Negative
<b>Pregnancy &amp; Maternity</b> Are people who are pregnant, or have a baby of 6 months old or younger, affected by this proposal?			Positive Neutral Negative
<b>Religion or Belief</b> Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?	A priority of the draft Corporate Plan is to engage with different community groups within North Northamptonshire Council. This will include engaging with local religious groups to ensure that their thoughts are considered in the application of the Corporate Plan.	Engaging with different community groups is likely to help explore opportunities to advance the equality of opportunity and foster good relations.	Positive Neutral Negative
<b>Health &amp; Wellbeing</b> 1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education. 4. Environment: green spaces, fuel poverty, housing standards)	The draft Corporate Plan will have a positive impact on individuals health and wellbeing that reside in North Northamptonshire. This will be achieved thorough: A focus on sustainability. Engaging with community groups. Improving sport, culture and leisure activities. Creating a safer environment.		Positive Neutral Negative

### 3: Equality Impact

Question	Response
<p>What overall impact does the proposal have on the protected groups?                      If a negative impact is identified in section 2, the response will be Negative Impact.</p>	<p><b>No Impact / Positive Impact</b> / Negative Impact</p> <p>The Corporate Plan aims to create inclusive communities and foster good community relations.</p> <p>Further consultation for individual protected characteristics will take part of the on-going development and implementation of the specific projects and initiatives which make up the final approved Corporate Plan and associated service delivery plans.</p> <p>Equality Impact Assessments will also be undertaken, where appropriate, on the individual elements of the projects and initiatives which make up the final approved Corporate Plan and associated service delivery plans.</p>
<p>Does an Equality Impact Assessment need to be completed?                      (Yes, if any negative impact is found.)</p>	<p>Yes / <b>No</b></p> <p>If yes, this Assessment must be adjoined to the Equality Impact Assessment.</p>
<p>Copy attached to Committee Report?</p>	<p>Yes / No</p>
<p>Copy attached to Options Appraisal?</p>	<p>Yes / No</p>

## 4: Ownership

Question	Response
Department	Corporate Services
Section	Policy
Lead Officer's Name	Guy Holloway
Lead Officer's Title	Assistant Chief Executive
Lead Officer's Contact Details	guy.holloway@northnorthants.gov.uk
Lead Officer's Signature	
Date completed	30/07/2021

Completed forms must be sent to: [equalities@northnorthants.gov.uk](mailto:equalities@northnorthants.gov.uk)