

Initial Equalities Impact Assessment for Corporate Plan 2006-2009

Service/Policy	Corporate Plan 2006-2009	Section: Corporate Support and Community Services	Person responsible for the assessment		Head of Partnerships and Community Engagement	
Name of the Policy/Service to be assessed	Corporate Plan 2009-2013	Date of Assessment	23 May 2012	Is this a new or existing policy/service?	Existing	
1. Briefly describe the aims, objectives and purpose of the policy/service		The Corporate Plan sets out the vision, values and corporate goals for the Council. The actions in the plan seek to address the important issues identified by local people in the 2005 MORI Residents' survey.				
2. Are there any associated objectives of the policy/service, please explain		Community Strategy objectives which are: <ul style="list-style-type: none"> • Create a safer environment • Improve and sustain the quality of Hertsmere's environment • Promote healthier communities and leisure and cultural opportunities • Encourage economic development, lifelong learning, employment and regeneration opportunities • Work towards meeting local housing needs 				
3. Who is intended to benefit from the policy/service and in what way		Hertsmere community, residents, businesses and visitors Councillors Staff Key partners Benefits include: <ul style="list-style-type: none"> • Desired outcomes as detailed in the Plan • Clear articulated goals and objectives • Targetted delivery of services 				

4. What outcomes are wanted from this policy/service ?		Six corporate goals identified: <ul style="list-style-type: none"> • Create a safer community for all • Sustain improvements in the quality of Hertsmere's environment • Continue to promote healthy living, leisure and cultural opportunities • Encourage economic prosperity • Work towards meeting local housing needs through our strategic housing role • Sustain organisational improvements to meet community needs 	
5. What factors/forces could contribute/detract from the outcomes?		To deliver vision ' to take a leading role in improving the quality of life for everyone in Hertsmere'.	
6. Who are the main stakeholders in relation to the policy/service ?	Residents Councillors Partners Contractors	7. Who implements the policy/service and who is responsible for the policy/service ?	Chief Executive Leader

	Y/N	Concern	Evidence to Support Yes/No Assessment
8. Are there concerns that the policy could have a differential impact on people due to their age	N	Not applicable	Not applicable
9. Are there concerns that the policy could have a differential impact due to disability	N	Not applicable	Not applicable
10. Are there concerns that the policy could have a differential impact due to gender reassignment	N	Not applicable	Not applicable
11. Are there concerns that the policy could have a differential impact on people due to their marital status (but only in respect of eliminating unlawful discrimination)	N	Not applicable	Not applicable
12. Are there concerns that the policy could have a differential impact on people due to pregnancy and maternity	N	Not applicable	Not applicable
13. Are there concerns that the policy / service could have a differential impact on racial groups?	N	Not applicable	Not applicable
14. Are there concerns that the policy could have a differential impact on people due to their religion or belief	N	Not applicable	Not applicable

15. Are there concerns that the policy could have a differential impact on people due to their sex	N	Not applicable	Not applicable		
16. Are there concerns that the policy could have a differential impact on people due to sexual orientation	N	Not applicable	Not applicable		
17. Are there concerns that the policy could have a differential impact on people due to them having dependants/caring responsibilities?	N	Not applicable	Not applicable		
18. Are there concerns that the policy / service could have a differential impact on people due to their offending past?	N	Not applicable	Not applicable		
19. Could the differential impact identified in 8-18 amount to there being the potential for adverse impact in this policy / service	N	Not applicable	Not applicable		
20. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	N	Not applicable	Not applicable		
21. Should the policy proceed to a partial impact assessment?	N	Not applicable	22. If Yes, is there enough evidence to proceed to a full EqIA?	Not applicable	Not applicable
			23. Date on which Partial or Full impact assessment to be completed by	Not applicable	

Signed (Completing officer) Corporate Support Officer

Signed (Lead Officer) ____ Head of Partnerships and Community Engagement