

Annual Delivery Document
for the Corporate Plan
25 April 2016

Equality Impact Assessment

Annual Delivery Document for the Corporate Plan

Contact: Alan Smith, Head of Business Improvement & Modernisation

Updated: 25/04/16

1. What type of proposal / decision is being assessed?

A strategic or service plan

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The Annual Delivery Document is an update on the key activity and projects that the council will deliver in the year ahead to support its Corporate Priorities in the Corporate Plan 2012-17.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

No

The Delivery Document itself will not bring about any change to staff or the community, but the pieces of work that it highlights will, and significant projects or activity should be individually impact assessed.

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

Whilst developing the Corporate Plan for 2012-2017, we undertook a considerable amount of consultation, engagement and analysis work, focusing on residents, staff, and Elected Members. The aim of this work was to help identify priorities to address the needs and concerns of our communities, and a full analysis of impact was then undertaken. You can view the Corporate Plan Equality Impact Assessment on Denbighshire COunty Council's website.

Each subsequent year we have worked with middle managers and senior leaders

to develop our Annual Delivery Document, also asking for feedback from elected members (at full Council) and inviting comment from the public when published (online and hard copies at our main receptions and libraries).

- 5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**
(Please refer to section 1 in the toolkit for a description of the protected characteristics)

Whilst this document does not affect any direct change that will benefit staff or the community, many of the projects or activities that it highlights will have a positive impact, most notably around the protected characteristic of age. However, significant projects or activities should have their own impact assessment to determine this.

- 6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

Again, this document will not affect any direct change on staff or the community, but it is not anticipated that any of the projects or activities highlighted should have a negative impact on any of the protected characteristics. Significant projects or activities must have their own impact assessment to determine this.

- 7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

No	The Annual Delivery Document is a register of the key activities and projects that the council will take forward in the year ahead. No disproportionate negative impact has at this stage been highlighted, and it will be for individual project assessments to identify those in greater detail if they exist.
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- 8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

No	No disproportionate negative impact has been identified as part of this assessment, therefore no further action is required at this stage. However, project managers taking forward the projects and activity must take care to conduct thorough impact assessments of their own.
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9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	31.03.17
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Name of Lead Officer for Equality Impact Assessment	Date
Alan Smith, Head of Business Improvement & Modernisation	25/04/16

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
