Update on 'Community Impact Assessments'

PURPOSE

The Purpose of this Appendix is to provide Members of the Cabinet with an update on the Council's Community Impact Assessments.

BACKGROUND

At the beginning of 2009 the Council reviewed the way in which Equalities is addressed in decision making processes. As a result of the review the Council developed new 'Community Impact Assessments' (CIA's) to replace the old 'Equality Impact Assessments'.

WHAT IS A COMMUNITY IMPACT ASSESSMENT?

A Community Impact Assessment (CIA) is a systematic way of deciding whether an existing or proposed policy, procedure, practice or project does or may affect certain sections of our community differently and, if so, whether there is an adverse impact on any group.

CIA's should be carried out in relation to policies, projects, procedures or strategies relating to both

It is used to:

- a) improve our ability to understand and meet the needs of existing and potential customers
- b) identify actual and potential inequalities in service delivery and outcomes and in employment related practices and outcomes
- c) develop plans to mitigate any adverse impact e.g. by changes in policies, services or employment practices and
- d) ensure that the needs of all local residents are met
- e) ensure that all actual and potential employees are treated fairly
- f) contribute to the development of a perception that the Council is seeking to engage <u>all</u> its citizens.

COMMUNITY IMPACT ASSESSMENT SCRUTINY GROUP

The purpose and role of the Group is to monitor the Council's widened focus on the impact of Council decision making. The Group reviews and scrutinises Community Impact Assessments from across the Council on decisions, functions, policies, strategies, projects, initiatives and procedures as and where appropriate.

The purpose of the group is to

- Challenge constructively.

service provision and employment.

- Ensure CIAs are fit for purpose and provide feedback and recommendations back to authors of CIA's.
- Group members are also required to feedback to their own teams/areas where appropriate on any specific messages/actions.

Overleaf is a table of the Community Impact Assessments that the group has scrutinised throughout the financial year 2009/10.

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Committees & DC Committee Members Planning Code of Good Practice CRB Policy and Procedure Legal to check implications of someone outside the EU applying for a post who does not have a CRB check in place. Yes 10.12.09			Ves	10 12 00	
Members Planning Code of Good PracticeYes10.12.09CRB Policy and ProcedureLegal to check implications of someone outside the EU applying for a post who does not have a CRB check in place.Yes10.12.09			163	10.12.09	
Good Practice CRB Policy and Procedure Legal to check implications of someone outside the EU applying for a post who does not have a CRB check in place. 10.12.09			Yes	10.12 09	
CRB Policy and Procedure Legal to check implications of someone outside the EU applying for a post who does not have a CRB check in place. Yes 10.12.09	1		. 55	10.12.00	
outside the EU applying for a post who does not have a CRB check in place.		Legal to check implications of someone	Yes	10.12.09	
does not have a CRB check in place.					
Arrangements to be included in final policy.		Arrangements to be included in final policy.			

Pay and Workforce Strategy	Needs to be amended and reviewed at the Policy Steering Group.	No	10.12.09
Disciplinary Procedure		Yes	10.12.09
Recruitment & Selection Procedure		Yes	10.12.09
Equalities Strategy		Yes	10.12.09
Whistle blowing Policy		Yes	10.12.09
Member Development Strategy		Yes	10.12.09
Persistent Complaints Procedure		Yes	10.12.09
Committee Services Access to Information		Yes	28.01.10
Harassment & Bullying Policy		Yes	28.01.10
Anti Fraud Strategy		Yes	28.01.10
Equal Opportunities Policy	The Group agreed that the Policy had a positive impact on all equality groups.	No	28.01.10
Procurement	Some minor amends required	No	28.01.10
Valley Centre	CIA needed to be broken down for the various sites included in the CIA	No	28.01.10
Leisure Review		Yes	28.01.10
Equalities Cohesion		Yes	28.01.10
Draft Equality Scheme		Yes	28.01.10