

1 Identify the aims of the policy/service/function and how it is implemented.			
	Key questions	Answers / Notes	Actions required
1.1	Is this an existing or a new policy function?	This is a new strategy. The new Sustainable Community Strategy 2009-2024 "Everyone Matters" replaces the previous Community Strategy "East Herts Together".	None
1.2	What is the aim, objective or purpose of the policy/service/function?	It sets out the vision and ambitions for the future well being of the area. The strategy demonstrates how East Herts will fulfil its statutory duty to work with partner organisations to improve the economic, social and environmental well being of the area and ultimately provide "a place where people want to live and work, now and in the future".	None
1.3	What outcomes do you want to achieve with this policy and for whom?	A three year action plan will be developed at the start of the strategy which will chart the delivery of the ambitions and each theme will have an associated long term outcome.	Implementation and delivery of the Action Plan
1.4	Who is the policy/function being aimed at?	East Herts residents as well as those that work and enjoy sports and leisure time in the district. The strategy is aimed at utilising a partnership approach to best address priority areas of improvement and to increase quality of life and opportunity.	None
1.5	Who defines or defined the policy/function?	The East Herts Local Strategic Partnership has developed the strategy in close collaboration with the emerging Local Development Framework (Core Strategy) and following extensive consultation with residents and stakeholders and robust evidence base which will guide future land use and spatial planning in the area and other key strategies such as housing, community safety, health, economic and cultural strategies.	This strategy becomes the overarching framework for all key services in the district.

East Herts Council
 Equalities Impact Assessment for The Sustainable Community Strategy

1.6	Who implements the policy/function?	The East Herts Local Strategic Partnership is the body responsible for delivering the ambitions set out in the strategy through its SCS delivery sub groups. The delivery will be achieved through annually monitored action plans linked to the priorities of Herts Forward, Local Area Agreements and other national and local indicators. Each of the themes in the strategy is led by a thematic partnership who are accountable to the Local Strategic Partnership and responsible for delivering on the ambitions set out under each theme of the strategy. Please see attached Action Plan.	Implementation of Action Plan
		<i>1.7 How do these outcomes meet or hinder other policies, values or objectives of the public authority – this question will not always apply</i>	This strategy becomes the overarching framework for all key services in the district.
1.8	What factors or forces are at play that could contribute or detract from the outcomes identified earlier?	The strategy is based on hard evidence collected from a wide range of sources and a structured process of public consultation and stakeholder engagement. The action plan flowing from the strategy will chart the delivery of the outcomes. The Local Strategic Partnership will track whether the strategy and action plan are improving the quality of life for those who live and work in East Herts by using a range of methods to measure success on the ground. Forces that could detract from the outcomes are the recession and demographic evidence base.	None
1.9	Taking the six strands of equalities is there anything in the policy that could discriminate or disadvantage any of these groups?	Taking the six strands of equalities – race, disability, gender, age, religion and sexual orientation, East Herts is content that the strategy does not create the potential for direct or indirect discrimination.	Identify and address any gaps or issues – should they arise from review and monitoring.

East Herts Council
 Equalities Impact Assessment for The Sustainable Community Strategy

1.10	From your perspective, how is the policy actually working in practice for each equalities group?	There is no evidence to suggest the strategy is having an adverse impact on any of the equalities groups. Indeed some significant focus of the strategy is specifically aimed at the most disadvantaged groups in East Herts.	Identify and address any gaps or issues – should they arise from review and monitoring.
		<i>1.11 How does the local authority interface with other bodies in relation to the implementation of this policy function? This question will not always apply</i>	East Herts interfaces with the lead Local Strategic Partners in relation to the implementation of this strategy.
2	Consideration of available data, research and information		
	Key questions	Answers / Notes	Actions required
2.1	What do you already know about who uses and delivers this service?	East Herts has 30 wards with very different characteristics. Using Key 2001 Census data the population consists predominantly of people aged 30-59(45%) and under 16(20.8%). Almost a fifth(18.2%) of the population is aged 60 or over. East Herts has an ethnic minority population of 6.7%. Three quarters of the East Herts population are Christian and 17% have no religion. The unemployment rate is very low at 1.6% and the majority of people aged 16-74 are employed(67.6%) with 11.9% of the remainder retired.	The East Herts District Childrens Trust Partnership Plan has identified that there is not sufficient provision locally for children and young people with more complex needs. There is a need to ensure that vulnerable people, particularly frail elderly people, young people and disabled people have access to services. Lack of mobility for these people can have a severe effect on their quality of life.
2.2	What additional information is needed to ensure that all equality groups' needs are taken into account?	There is no evidence so far to suggest that any equalities groups and their needs are not being taken into account, however, where additional information is needed, anecdotal evidence has been used initially to verify this position.	East Herts may need to assess more detailed demographic information to establish some localised projects during the lifetime of the strategy to ensure that all equalities groups' needs are taken into account.

East Herts Council
 Equalities Impact Assessment for The Sustainable Community Strategy

2.3	How are you going to go about getting the extra information that is required	A three year action plan will be developed at the start of the strategy which will chart the delivery of the ambitions and each theme will have an associated long term outcome. The East Herts Local Strategic Partnership will review and constantly update.	None
3	Formal consultation		
	Key questions	Answers / Notes	Actions required
3.1	Who do we need to consult with?	Extensive public, community and stakeholder consultation has already taken place with issues identified being presented for consultation to two specially convened voluntary sector forums with encouraging representation from different equalities groups in the community. It is not apparent that consultation has targeted any equalities groups specifically although members have been part of the wider process. The strategy reflects people's concerns and ambitions across the whole spectrum of interests.	Ensure continuity of dialogue with service users.
3.2	What method/form of consultation can be used?	East Herts residents will be encouraged to contribute to the success of the strategy on an ongoing basis by providing views on local matters, influencing policy by joining the Citizens Panel and attending regular Community Voice forums or if a young person, joining the Youth Council, VCS Forums, Rural Conferences and any other method relevant and appropriate.	None

4	Assessment of impact		
	Key questions	Answers / Notes	Actions required
4.1	Have you identified any differential impact and does this adversely affect any groups in the community?	There is no evidence to suggest the strategy is having an adverse impact on any of the equalities groups.	None
4.2	If there is an adverse impact can it be avoided, can we make changes, can we lessen it etc?	There is no evidence to suggest an adverse impact. East Herts does not anticipate any barriers being faced by all groups wishing to participate in and be subject to the priorities and projects contained in the strategy.	None
4.3	If there is nothing you can do, can the reasons be fairly justified?	N/A (as above).	None
5	Consideration of the effect of proposed changes on other groups.		
	Key questions	Answers / Notes	Actions required
5.1	Do any of the changes in relation to the adverse impact have a further adverse affect on any other group?	There is no evidence to suggest an adverse impact.	None
INTERNAL PROCESSES FOR THE ORGANISATION			
6	Making a decision in the light of data, alternatives and consultations		
	Key questions	Answers / Notes	Actions required
6.1	The organisations decision making process	The strategy is inclusive and there is no potential for it to have an adverse impact. The whole strategic outlook of the strategy is to address inequality and raise the quality of life for all residents. The results of this Equalities Impact Assessment have helped to inform the content of the action plan.	None

7 Monitor in the future and publication of results of such monitoring			
	Key questions	Answers / Notes	Actions required
7.1	What have we found out in completing this EqIA? What can we learn for the future?	The results of this Equalities Impact Assessment have confirmed that East Herts Local Strategic Partnership is delivering services equally and fairly and there is no evidence to suggest otherwise.	The use of anecdotal evidence in certain circumstances is unavoidable. For the future, the Equalities Impact Assessment should be an automatic activity and not an add on.
7.2	Who will carry out monitoring?	The Local Strategic Partners will retain a strong interest in measuring the degree to which the strategy is impacting on all residents.	None
7.3	What needs to be monitored?	The strategy will be flexible and open to change as circumstances require. The ambitions and outcomes of the strategy will be formally reviewed annually to ensure they keep track of changing national and local circumstances and continue to reflect residents concerns and aspirations.	None
7.4	What method(s) of monitoring?	Equalities monitoring is picked up as part of the overall management and monitoring of the strategy and through scrutiny.	None
7.5	How will the monitoring information be published?	Once agreed the Equalities Impact Assessment will be published on the East Herts District Council website and other partner websites as appropriate.	None
8 Publication of results of the impact assessment			