

EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

NOTE THE HEADINGS WITHIN THIS FORM HAVE BEEN ADAPTED FOR USE BY THE WORCESTERSHIRE PARTNERSHIP. THE PARTNERSHIP ARE RESPONSIBLE FOR THE COMMISSIONING, APPROVAL AND DELIVERY OF THE STRATEGY FOR COHESIVE, STRONG COMMUNITIES – "GETTING ALONG BETTER TOGETHER"

This exercise is not an EIA. It is a desktop exercise designed to establish if you need to carry out a full assessment. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to the screening form.

Part One: basic information needed to identify the policy and prepare for screening

1.1		
1.2	Title or brief description of the policy being screened.	Worcestershire Partnership " Strategy for Cohesive, Strong Communities - Getting Along Better Together "
1.3	Screening by:	Worcestershire Partnership Cohesion Project Group
1.4	Date of screening	7 th June 2010
1.5	Related policies/functions:	<p>A number of Worcestershire Partnership work streams will contribute to the delivery of the Strategy:</p> <ul style="list-style-type: none"> • Equality and Diversity • PREVENT • New and Emerging Communities • Intergenerational work • Areas of Highest Need <p>The relationships of these areas to the Community Cohesion Strategy are explained in Section 6 of the Strategy.</p>

1.6	To which section of the Worcestershire Partnership "business / service plan" does this relate?	Community Cohesion is a cross cutting theme in Worcestershire's Sustainable Community Strategy. The delivery model is to mainstream cohesion into the work of all sections of the Partnership by providing practitioners with appropriate tools and good practice examples. As such the audience for the Strategy is primarily partner organisations. The Strategy has been written in a "plain English" style. Should partners require a version of the Strategy in other languages / formats then consideration will be given to this request in line with the partnerships policy and / or guidance issued by Worcestershire County Council.
1.7	Is this a new or existing policy?	New Strategy for the Worcestershire Partnership
1.8	What is the policy trying to achieve?	<p>The Community Cohesion Strategy will:</p> <ul style="list-style-type: none"> • Clarify what we understand by community cohesion in Worcestershire (Sections 3, 4 and 5) • Identify the main cohesion issues for the County (Section 10) • Provide examples of how the work that is already done by the Partnerships thematic groups contributes to community cohesion (section 11) • Articulate how the Partnership will lead the delivery of the Strategy and the LSP's strategic responsibility for Partnership work that supports cohesive, strong communities (sections 12,13 and 14) • Provide, through a cohesion toolkit, learning opportunities that will enable cohesion to be "mainstreamed" into the work of the Partnership (sections 15 and 16)
1.9	What are the planned outcomes for this policy?	The outcomes from the Strategy and, critically, from the adoption

		<p>and use of the toolkit by partner organisations will be:</p> <ul style="list-style-type: none"> • A heightened awareness of what cohesion means in Worcestershire • An understanding of how existing work contributes to cohesion – even when it is not badged as such • A recognition of existing good practice locally and nationally which can be shared and replicated • Tools to enable partners to ensure that thinking about cohesion is integrated at all levels in the organisation and into new and existing services, policies and strategies
1.10	Who will benefit from the policy? How will they benefit?	It is widely recognised that living in communities which are cohesive, where people get along with each other and form positive relationships, makes a real difference to people's lives. There is evidence that people who have a sense of belonging in their neighbourhood are more likely to take better advantage of public services, enjoy the benefits of a good education, have access to meaningful employment, be healthier and live longer
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	The Worcestershire Partnership Management Group is formally responsible for the delivery of the Strategy. However the delivery model for the Strategy is that each partner organisation will be responsible for delivery within their own work areas – supported by the Toolkit
1.12	What (if any) are the key priorities within this policy?	The delivery model for the Strategy is that cohesion priorities will be determined by partner organisations as appropriate to their circumstances – identified through use of the cohesion Toolkit.

1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	<p>The Worcestershire Partnership worked with the Institute of Community Cohesion (iCoCo) to develop the Strategy and Toolkit.</p> <p>iCoCo undertook an extensive stakeholder engagement process to develop the Strategy, involving approximately 250 people from a wide range of public, private, VCS and community and residents groups. A list of stakeholders can be found at Appendix One of the Strategy. Responses are compiled in the "Stakeholder Feedback and Evidence Supporting Document" which is available on request.</p> <p>As this is a new approach to delivery it is proposed to ask partners to feedback their views on both the Strategy and the Toolkit on an ongoing basis. After 6 months a "light touch" review will be held to consider the feedback received and make any necessary changes. After 12 months of operation a further review is proposed to assess evidence of impact and whether a more formal approach to implementation is required. This approach will also ensure that the Strategy remains relevant, responds to the new coalition Governments emerging policy agenda and addresses the changing needs of Worcestershire's communities.</p>
1.14	Is equality monitoring in place for this policy?	Partner organisations will have their own equality monitoring arrangements in place.

Part Two: this is the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing age, gender, disability, race/ethnicity, religion or belief and sexual orientation.

		Y	N	Details including what information you have based your decision on.
2.1	Is there any way in which the policy is directly discriminatory or in breach of the County Council's Equality and Diversity Policy? (see Annex E). <i>Note – in the absence of separate Partnership policy the County Council's Policy has been considered, it will be for partner organisations to ensure that the Community Cohesion Strategy is not in breach of individual organisations Equality and Diversity Policies</i>		N	<p>No. The summary sheet that refers to the key commitments of the County Council's Equality and Diversity Policy has been considered.</p> <p>The delivery model for the Strategy is to ensure that cohesion is considered as a dimension in all aspects of business, alongside other factors.</p>
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy which have not been resolved as part of the policy?		N	<p>No. Cohesion is essentially about people from different backgrounds getting on well together in the areas in which they live. The approach is to encourage activity that supports a focus on what people have in common, and to build positive relationships between people from different backgrounds, including those from minority groups.</p> <p>The Strategy is to ensure that this dimension is considered alongside others in service planning, policy and delivery through use of the Toolkit. It will make a positive contribution to equalities.</p>

2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they belong to a minority group or groups?(they may belong to more than one)		N	No. See 1.10 above.
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?			<p>This question has been considered in relation to the 6 equalities dimensions:</p> <p>Age – No, the Strategy puts focus on the importance of developing positive relationships between older and younger people. This is being addressed through Worcestershire's Intergenerational Strategy. The Strategy for Cohesive, Strong Communities will give this work further profile and provide examples that can be shared of what works well in promoting good relationships between people of different ages. The duty to promote community cohesion in schools is being implemented. Schools are choosing a delivery model appropriate to their particular circumstances. The schools work is supported by a toolkit and good practice examples.</p> <p>Disability – No. People with disabilities can encounter social, environmental and other barriers to participation and integration. Activities that bring people together can help to focus on commonality, overcome prejudice and build social capital by developing relationships and networks between people. It is recognised that, alongside other partners, health service providers have a contribution to make to addressing cohesion and the toolkit will reference the nationally developed work that promotes cohesion through the delivery of health services.</p> <p>Gender – No. The Strategy does not have a particular gender focus, but the Strategy will not deliver poorer outcomes to either</p>

			<p>men or women through its adoption and implementation.</p> <p>Race – No. The Strategy explicitly recognises the racial and ethnic diversity that exists in Worcestershire, and that we must be proactive and address any issues arising from this. It references the work done through the Being Different Together initiative. It also highlights however that other forms of diversity have to be considered. There is a particular focus on the impact of population churn on settled communities, churn relates to the movement of people in and out of an area.</p> <p>In response the Cohesion Strategy supports and promotes work being done across the partnership through the Emerging Communities Task Group to support the integration of migrant workers. The Strategy also refers to the work of the Gypsy Roma Traveller partnership to positively address the needs of these communities. The toolkit will provide further information about good practice that can be shared and integrated into mainstream work.</p> <p>Religious Belief – No. The Strategy explicitly recognises the role of faith communities and inter faith work in promoting cohesion. Further information and good practice examples will be included in the Toolkit.</p> <p>Sexual Orientation – No.</p>
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?		<p>The Strategy and Toolkit will enable the broader cohesion dimension of existing activity to be highlighted. This will mean that cohesion benefits, as they relate to the issues above, can be explicitly recognised.</p> <p>In addition the toolkit will enable partners to understand the</p>

			<p>cohesion dimension of future delivery by providing checklists and easy links to access national tools such as the CLG <u>community cohesion impact assessment and community conflict prevention tool</u></p> <p>The intention is not to "reinvent the wheel" – but to bring together in one place via the toolkit the wealth of information and practice that exists to enable cohesion to be "mainstreamed". The Strategy is therefore addressed to partner organisations who will have responsibility for ensuring that it is supported within their own organisations by, for example, publicising the availability of the on line Toolkit and contributing Good Practice examples of work that supports cohesion – even if it is not badged as such.</p> <p>In this way the Strategy for cohesive, strong communities should make a positive contribution to equality and diversity across Worcestershire's communities.</p>
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If the answer to questions 2.1 to 2.4 is yes or "could be yes" then you **must** take action. If the issue is straightforward then remedy this **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you must continue on to a full EIA. Where you have decided a full EIA is not required but have identified actions which must be taken then please record these below:

Specific Action	How will you know when this is completed?	Resources/cost	Person Responsible	Completion date