



EQUALITY ASSESSMENT

PART 1 - INITIAL SCREENING

Name of Policy/Function: Performance management framework/Corporate Resources	<input checked="" type="checkbox"/>	This is new
	<input type="checkbox"/>	This is a change to an existing policy
	<input type="checkbox"/>	This is an existing policy, Function, not previously assessed

Date of screening	16 June 2017
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1. Briefly describe its aims & objectives

The aim for this new Performance Framework is to introduce a performance culture into the Council. This involves assessing services and setting targets for service delivery. Reports will go to the Senior Managers of the Council and Members so that key services can be measured and ultimately improved. The Framework, when established, will be published on the Council's Website

2. Are there external considerations?

e.g. Legislation/government directive etc

There is no legislation/government directive when dealing with this area of work. However to achieve the new criteria set by the Investors In People and other quality standards, Councils are expected to be driven by performance targets as a way of identifying efficiencies.

3. Who are the stakeholders and what are their interests?

All Council employees, Members and residents rely on a well performing Council to deliver timely services.

4. What outcomes do we want to achieve and for whom?

The desired outcome is that the Council is aware of its current performance and can build on it in line with key priorities.

5. Has any consultation/research been carried out?

Internal testing/consultation has been in place for about 8 months. This is in the Investors in People as part of the action plan which has been circulated to the staff. Teams have been consulted on which performance indicators demonstrate relevant team performance. Managers have worked on the indicators and which ones to use for each service area.

6. Are there any concerns at this stage which indicate the possibility of Inequalities/negative impacts?

Consider and identify any evidence you have -equality data relating to usage and satisfaction levels, complaints, comments, research, outcomes of review, issues raised at previous consultations, known inequalities) If so please provide details.

There are no concerns at this stage regarding the possibility of inequalities/negative impacts. This framework aims to allow all services to all stakeholders and to be measured give greater transparency to reported areas of service delivery.

7. Could a particular group be affected differently in either a negative or positive way?

Positive – *It could benefit*

Negative – *It could disadvantage*

Neutral – *Neither positive nor negative impact or not sure.*

	Type of impact, reason & any evidence
Disability	Neutral. This policy will be applied equally regardless of an employee's disabilities.
Race (including Gypsy & Traveller)	Neutral. This policy will be applied equally regardless of an employee's race.
Age	Neutral. This policy will be applied equally regardless of an employee's age.
Gender Reassignment	Neutral. This policy will be applied equally regardless of if an employee has had a gender reassignment.
Sex	Neutral. This policy will be applied equally regardless of an employee's sex.
Sexual Orientation	Neutral. This policy will be applied equally regardless of an employee's sexual orientation.
Religion/Belief	Neutral. This policy will be applied equally regardless of an employee's religion/belief.
Marriage and Civil Partnership	Neutral. This policy will be applied equally regardless of an employee's marital/civil partnership status.
Pregnancy and	Neutral. This policy will be applied equally regardless of

Maternity	whether an employee is pregnant or on maternity.
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8. Could other socio-economic groups be affected?

e.g. carers, ex-offenders, low incomes, homeless?

No. This framework is a reporting mechanism services.

9. Are there any human rights implications?

No.

10. Is there an opportunity to promote equality and/or good community relations?

The Framework can be made available in large print if requested by an employee/Member or Resident. The colour coding for each rating should make it easy for people to read.
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11. If you have indicated a negative impact for any group is that impact legal?

i.e. not discriminatory under anti-discrimination legislation

No

12. Is any part of this policy/service to be carried out wholly or partly by contractors?

No. The Communications and Performance Officer carried out this work as part of his role. The Council may make a small investment in software to collect the data as the Framework develops.
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13. Is a Part 2 full Equality Assessment required?

No.

14. Date by which a Part 2 full Equality Assessment is to be completed with actions.

N/A

Please note that you should proceed to a Part 2, the full Equality Impact Assessment if you have identified actual, or the potential to cause, adverse impact or discrimination against different groups in the community.

We are satisfied that an initial screening has been carried out and a full equality assessment **is not required*** (please delete as appropriate).

Completed by
(*Policy/Function/Report written*)

Joe Harkin

Date 16/06/2017

Countersigned by
(*Head of Service*)

Karen Pollard (Interim)

Date 16/06/2017

Please forward an electronic copy to: veronika.quintyne@oadby-wigston.gov.uk
(*Community Engagement Officer*)

Equality Assessments shall be published on the Council website with the relevant and appropriate document upon which the equality assessment has been undertaken.