

Section 1: Identifying details

Your function, service area and team: *Chief Executive*

Title of policy or decision: 100 Day Report

Officer completing the EqIA: *Kevin Nunn* Tel: 03330136149 Email: *kevin.nunn@essex.gov.uk*

Date of completing the assessment: *04/07/16*

Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project? <i>The 100 Day Report is a high level summary document that combines an evaluation of the external environment in which the Council operates, with an assessment of its strategic capacity, and proposes a number of actions to guide the future direction of the authority.</i></p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): <i>The document aims to clarify the core purpose and strategic operating framework for ECC and sets out the principles that will underpin our approach to our work and the culture to which we aspire as an organisation.</i></p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? <i>The document is a statement of intent and no specific outcomes will result from its adoption. It signals a significant agenda that will be taken forward as part of our normal business processes setting out a clear pathway and a strong sense of purpose.</i></p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p><i>The document sets out ECC's commitment to actively seeking interaction, collaboration, and the involvement of all key groups amongst our employees, the people we serve, and the wider Essex population. The Report includes a commitment that in the future ECC will help individuals, communities and businesses to be as successful and independent as they can be.</i></p> <p><i>Equality impact assessments will be required for all actions that are highlighted in the 100 Days Report. They will be completed as the plans for delivery of the actions are developed.</i></p> <p>Will the policy or decision influence how organisations operate? <i>The primary intention of the document is to influence how the County Council operates by establishing a clear culture, vision and guiding principles. As part of that, the Report makes clear that consultation and engagement are at the heart of</i></p>

	<i>our operating principles and culture. The principles set out in the Report will strengthen our ability to reflect the needs of Essex and its communities.</i>
2.4	Will the policy or decision involve substantial changes in resources? <i>The document will have an indirect impact on how resources are used and allocated, but does not at this stage propose specific changes where the impact can be evaluated using an equalities framework.</i>
2.5	Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? <i>The document sets out the Council's future strategic planning framework. An annual Corporate Plan will be published, with an organisation strategy for the next four years, and vision for the County for the next 10 to 15 years. These will articulate the organisation's aspirations, values, behaviours and operating styles in the context of our overall ambition for the County. Each of these documents will have their own equality impact assessment.</i>

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? <i>The 100 Day Report is based on the engagement that the Chief Executive has undertaken with staff and partners during his first 100 days. It is also based on the intelligence the County Council has at its disposal from staff and service user surveys and other information sources. The issues addressed in the Report reflect the responses and issues that have been raised as part of this process. A key issue has been to clarify the core purpose and planning framework of the Council. The Report does that. Equality impact assessments will be completed for policies that are generated as a consequence.</i>
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? <i>Extensive engagement with employees has taken place and meetings with partners and with Members of political groups. These inputs are acknowledged in the report and reflected in its conclusions and proposed actions.</i>
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people: <i>N/A</i>

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
with links to JSNA and 2011 Census.



Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<i>Neutral</i>	<i>Unknown at this stage</i>
Disability – learning disability	<i>Neutral</i>	<i>Unknown at this stage</i>
Disability – mental health	<i>Neutral</i>	<i>Unknown at this stage</i>
Disability – physical disability	<i>Neutral</i>	<i>Unknown at this stage</i>
Disability – sensory impairment (visual, hearing and deafblind)	<i>Neutral</i>	<i>Unknown at this stage</i>
Gender	<i>Neutral</i>	<i>Unknown at this stage</i>
Gender reassignment	<i>Neutral</i>	<i>Unknown at this stage</i>
Marriage/civil partnership	<i>Neutral</i>	<i>Unknown at this stage</i>
Pregnancy/maternity	<i>Neutral</i>	<i>Unknown at this stage</i>
Race	<i>Neutral</i>	<i>Unknown at this stage</i>
Religion/belief	<i>Neutral</i>	<i>Unknown at this stage</i>
Sexual orientation	<i>Neutral</i>	<i>Unknown at this stage</i>
Cross-cutting themes		



Description of impact	Nature of impact	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	<i>Neutral</i>	<i>Unknown at this stage</i>
Environmental, eg housing, transport links/rural isolation	<i>Neutral</i>	<i>Unknown at this stage</i>

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No X	
		Yes <input type="checkbox"/>	If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

No Section 6 is required.

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: <i>Richard Puleston</i>	Date: 04/07/16
Signature of person completing the EqlA: <i>Kevin Nunn</i>	Date: 04/07/16

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.



Essex County Council