

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Dacorum Economic Recovery Plan

Description of what is being impact assessed

What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

The new Economic Recovery Plan is a multi-agency response to addressing short, medium and long term issues with the local economy. Led by DBC it includes key partners such as Herts LEP, HCC, West Herts College, HCCI and local businesses. It deals with recovery from both the Covid19 pandemic but importantly looks at economic futures generally and the opportunities they present for Dacorum.

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.

Economic Dashboard – link within Cabinet report

Current data regarding unemployment, salaries, skills levels etc.

Who have you consulted with to assess possible impact on protected groups? *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

The Economic Recovery Board includes partners from across all sectors that will have a role and are able to impact positively in relation to economic recovery

Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- *The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.*
- *Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).*

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			
Age	Focus on youth unemployment within the ER Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disability (physical, intellectual, mental) <i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	Focus on Social Enterprises and the inclusion of the third sector within the Recovery Board	□	□	☒
Gender reassignment	Support and recovery will benefit across all sectors and positively impact on all	□	☒	□
Race and ethnicity	Support and recovery will benefit across all sectors and positively impact on all	□	☒	□
Religion or belief	Support and recovery will benefit across all sectors and positively impact on all	□	☒	□
Sex	Support and recovery will benefit across all sectors and positively impact on all	□	☒	□
Sexual orientation	Support and recovery will benefit across all sectors and positively impact on all	□	☒	□

Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.	Support and recovery will benefit across all sectors and positively impact on all	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Negative impacts / outcomes action plan

Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete
The Plan provides a strategic basis for detailed action planning which is yet to take place. These actions must be considered against the protected characteristics as above to ensure there is a positive effect.	31/01/2022		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
If negative impacts / outcomes remain, please provide an explanation below.			
As above			
Completed by (all involved in CIA)	Chris Taylor Group Manager Strategic Planning & Regeneration		
Date	4/10/2021		
Signed off by <i>(AD from different Directorate if being presented to CMT / Cabinet)</i>			
Date			

Entered onto CIA database - date	
To be reviewed by (officer name)	
Review date	