

Appendix 3: Strategic Plan 2019-2022 – Impact Assessment Level 1: Initial screening assessment

Subject of assessment:	Strategic Plan 2019-2022			
Coverage:	Overarching / crosscutting			
This is a decision relating to:	<input checked="" type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input checked="" type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input checked="" type="checkbox"/>	Local or corporate requirements:	<input checked="" type="checkbox"/>
Description:	<p>Key aims, objectives and activities This document sets out the Council's approach to maximising its contribution to the 2025 Vision for Middlesbrough during a period of continuing financial contraction from 2019-22. It communicates the Council's strategic priorities to all stakeholders, and provides the basis of the Council's corporate performance management framework.</p> <p>Statutory drivers Local Government Act 1999 – the programme represents a key element of the Council's approach to the delivery of Best Value. Equality Act 2010 – the performance management framework underpinning the Strategic Plan incorporates the Council's agreed equality objectives.</p> <p>Differences from any previous approach The plan refreshes the plan agreed by Council in March 2018. The plan now runs three years, rather than four, in line with the Council's current Medium-Term Financial Plan. It is consistent with the target operating model and design principles for the Council and its services agreed by Full Council in past Change Programme and Strategic Plan documents.</p> <p>Key stakeholders and intended beneficiaries Elected Members and Council employees, local communities and businesses, partners.</p> <p>Intended outcomes To maximise the Council's contribution to the 2025 Vision while addressing financial pressures from Central Government's public sector austerity programme, growing demand for services, and increasing costs.</p>			

Live date:	As soon as the report is approved.
Lifespan:	Financial years 2019/20 to 2021/22.
Date of next review:	The Plan will be monitored on a quarterly basis and reviewed and refreshed annually.

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Human Rights Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. No proposed activity set out within the Strategic Plan will contravene Human Rights as identified in national legislation.
Equality Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law? Could the decision impact differently on other commonly disadvantaged groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The Plan supports the 2025 Vision for Middlesbrough and ensures that due regard is given to the need to promote equality in relation to access, provision, uptake and outcomes. Progress is tracked through the Council's performance management framework. As a result, there are no concerns that the Strategic Plan could have a disproportionate adverse impact on groups or individuals with characteristics protected in legislation.
Community cohesion Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The Plan supports the 2025 Vision for Middlesbrough, which includes commitments to improve community cohesion. As a result, there are no concerns that the proposed plan could have an adverse impact on community cohesion.

Assessment completed by:	Paul Stephens, Head of Strategy, Information and Governance
Date:	4 February 2019
LMT approver:	James Bromiley, Strategic Director of Finance, Governance and Support
Date:	4 February 2019