

## Appendix 2: Impact Assessment Level 1: Initial screening assessments

<b>Subject of assessment:</b>	Priorities of the Elected Mayor of Middlesbrough			
<b>Coverage:</b>	Overarching / crosscutting			
<b>This is a decision relating to:</b>	<input checked="" type="checkbox"/> <b>Strategy</b>	<input type="checkbox"/> <b>Policy</b>	<input type="checkbox"/> <b>Service</b>	<input type="checkbox"/> <b>Function</b>
	<input type="checkbox"/> <b>Process/procedure</b>	<input type="checkbox"/> <b>Programme</b>	<input type="checkbox"/> <b>Project</b>	<input type="checkbox"/> <b>Review</b>
	<input type="checkbox"/> <b>Organisational change</b>	<input type="checkbox"/> <b>Other (please state)</b>		
<b>It is a:</b>	<b>New approach:</b>	<input type="checkbox"/>	<b>Revision of an existing approach:</b>	<input checked="" type="checkbox"/>
<b>It is driven by:</b>	<b>Legislation:</b>	<input type="checkbox"/>	<b>Local or corporate requirements:</b>	<input checked="" type="checkbox"/>
<b>Description:</b>	<p><b>Key aims, objectives and activities</b></p> <p>The document sets out the Elected Mayor of Middlesbrough’s key priorities for the 2019-2023 term. It sets the direction for the Council’s Strategic Plan and its role as community leader, in which it will work with communities and partners to achieve the Mayor’s priorities. The document also incorporates the Council’s equality objectives for the period to 2023.</p> <p><b>Statutory drivers</b></p> <p>Equality Act 2010.</p> <p><b>Differences from any previous approach</b></p> <p>This document updates and replaces the previous 2025 Vision for Middlesbrough – Fairer, Safer, Stronger.</p> <p><b>Key stakeholders and intended beneficiaries (internal and external as appropriate)</b></p> <p>Elected members, employees of the Council, local communities and businesses, partners.</p> <p><b>Intended outcomes</b></p> <p>To ensure that the Elected Mayor’s priorities are clearly articulated and communicated to all stakeholders, and that the Council continues to comply with the duties of the Equality Act 2010 relating to the publication and pursuit of equality objectives.</p>			

<b>Live date:</b>	As soon as the report is approved.			
<b>Lifespan:</b>	Financial years 2019/20 to 2023/24.			
<b>Date of next review:</b>	Reviewed on an annual basis, with information on progress to be published on the Council's website and social media.			
Screening questions	Response			Evidence
	No	Yes	Uncertain	
<b>Human Rights</b> Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?	☒	☐	☐	No. Delivery of the priorities will not contravene Human Rights as identified in national legislation.
<b>Equality</b> 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?	☒	☐	☐	No. The priorities commit to reducing inequalities within Middlesbrough, for example within experience of crime or within health, incorporating the Council's equality objectives for the period to 2023. As a result there are no concerns that the priorities or associated activity could have a disproportionate adverse impact on groups or individuals with characteristics protected in national legislation.
<b>Community cohesion</b> Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?	☒	☐	☐	No. The priorities commit to improving community engagement within the town, which will result in direct benefits for cohesion. As a result there are no concerns that the proposed plan could have an adverse impact on community cohesion.
<b>Assessment completed by:</b>	Paul Stephens, Head of Strategy, Information and Governance			
<b>Date:</b>	23 September 2019			
<b>LMT approver:</b>	James Bromiley, Strategic Director of Finance, Governance and Support			
<b>Date:</b>	23 September 2019			

<b>Subject of assessment:</b>	Strategic Plan 2020-2023			
<b>Coverage:</b>	Overarching / crosscutting			
<b>This is a decision relating to:</b>	<input checked="" type="checkbox"/> <b>Strategy</b>	<input type="checkbox"/> <b>Policy</b>	<input type="checkbox"/> <b>Service</b>	<input type="checkbox"/> <b>Function</b>
	<input type="checkbox"/> <b>Process/procedure</b>	<input checked="" type="checkbox"/> <b>Programme</b>	<input type="checkbox"/> <b>Project</b>	<input type="checkbox"/> <b>Review</b>
	<input type="checkbox"/> <b>Organisational change</b>	<input type="checkbox"/> <b>Other (please state)</b>		
<b>It is a:</b>	<b>New approach:</b>	<input type="checkbox"/>	<b>Revision of an existing approach:</b>	<input checked="" type="checkbox"/>
<b>It is driven by:</b>	<b>Legislation:</b>	<input checked="" type="checkbox"/>	<b>Local or corporate requirements:</b>	<input checked="" type="checkbox"/>
<b>Description:</b>	<p><b>Key aims, objectives and activities</b>  This document sets out the Council's approach to maximising its contribution to the Priorities of the Elected Mayor of Middlesbrough during a period of continuing financial contraction to 2023. It communicates the Council's strategic priorities to all stakeholders, and provides the basis of the Council's corporate performance management framework.</p> <p><b>Statutory drivers</b>  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><b>Differences from any previous approach</b>  The plan refreshes the plan agreed by Council in March 2019 to reflect the priorities of the newly-elected Mayor of Middlesbrough (elected May 2019). The plan runs for three years, in line with the Council's 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><b>Key stakeholders and intended beneficiaries</b>  Elected members, employees of the Council, local communities and businesses, partners.</p> <p><b>Intended outcomes</b>  To maximise the Council's contribution to priorities of the Elected Mayor, while addressing financial pressures from Central Government's public sector austerity programme, growing demand for services, and increasing costs.</p>			

<b>Live date:</b>	As soon as the report is approved.			
<b>Lifespan:</b>	Financial years 2020/21 to 2022/23.			
<b>Date of next review:</b>	The Plan will be monitored on a quarterly basis and reviewed and refreshed annually.			
Screening questions	Response			Evidence
	No	Yes	Uncertain	
<b>Human Rights</b> 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.
<b>Equality</b> 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 priorities of the Elected Mayor 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.
<b>Community cohesion</b> 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 priorities of the Elected Mayor, which includes commitments to improve community engagement. As a result, there are no concerns that the proposed plan could have an adverse impact on community cohesion.
<b>Assessment completed by:</b>	Paul Stephens, Head of Strategy, Information and Governance			
<b>Date:</b>	23 September 2019			
<b>LMT approver:</b>	James Bromiley, Strategic Director of Finance, Governance and Support			
<b>Date:</b>	23 September 2019			