

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

<b>Subject of assessment:</b>	Strategic Plan workplan 2022-24			
<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 proposed revisions to the Council's strategic priorities following a review of performance in the previous year and feedback on the 2022/23 budget consultation. The document also incorporates the Council's equality objectives for the period to 2024.</p> <p><b>Statutory drivers</b></p> <p>Local Government Act 1999; Equality Act 2010.</p> <p><b>Differences from any previous approach</b></p> <p>This document amends the strategic priorities set out in the current Strategic Plan, for the 2021-24 period.</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 Council's strategic objectives 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>	Following approval by Executive on 5 April 2022.			
<b>Lifespan:</b>	Reviewed annually.			
<b>Date of next review:</b>	November 2022			
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. Implementation of the proposed Strategic Plan would 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?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The Strategic Plan commits to reducing inequalities within Middlesbrough, for example within experience of crime, incorporating the Council's equality objectives for the period to 2025. It and its supporting Directorate plans respond to increased inequalities locally arising from the COVID-19 pandemic. As a result there are no concerns that the Plan 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?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The Plan commits 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>	2 February 2022			
<b>LMT approver:</b>	Tony Parkinson, Chief Executive			
<b>Date:</b>	2 February 2022			