

Appendix 3: Impact Assessment Level 1 (Initial screening assessment)

Subject of assessment:	Council Plan 2026/27-29			
Coverage:	Overarching / crosscutting			
Decision relating to:	☒ Strategy	☐ Policy	☐ Service	☐ Function
	☐ Process / procedure	☐ Programme	☐ Project	☐ Review
	☐ Organisational change	☐ Other (please state)		
It is a:	New approach:	☐	Revision of an existing approach:	☒
It is driven by:	Legislation:	☐	Local or corporate requirements:	☒
Description:	Key aims, objectives, and activities: The Council Plan, formerly known as the Strategic Plan, is the Council's overarching business plan for the medium-term, and is refreshed on an annual basis, setting out the priorities of the Elected Mayor of Middlesbrough and other corporate priorities and ambitions for the Council. Statutory drivers: Local Government Act 1999; Equality Act 2010. Differences from any previous approach: This will result in a new Council Plan which includes new aims, priorities and ambitions. Key stakeholders and intended beneficiaries (internal and external as appropriate): Elected members, employees of the Council, local communities and businesses, partners. Intended outcomes: To ensure that the Council's strategic objectives are achieved, and that the Council continues to comply with the duties of the Equality Act 2010 relating to the publication and pursuit of equality objectives.			
Live date:	February 2024			

Lifespan:	2026/27-29, reviewed annually
Date of next review:	Potential for full refresh 2027-28

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Human Rights Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?	x			No. The content of the proposed plan and delivery of it would not 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?	x			No. The Council Plan commits to reducing inequalities within Middlesbrough. It is based on a robust evidence base of needs and includes a commitment to inclusivity for all. 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.
Community cohesion Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?	x			No. The Plan commits to improving community resilience 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. Evidence used to assess this impact includes analysis of proposed activities and measures.
Care leavers Could the decision impact negatively on those who are care experienced?	x			No. The proposed Council Plan will have a positive impact on children and young people, and those who are care experienced by ensuring that actions to improve outcomes for these groups are woven throughout the activities and measures. Evidence used to assess this impact includes analysis of data on need and analysis of proposed activities and measures.
Reducing Poverty Could the decision impact negatively on the Council's ambitions to reduce poverty in the town?	x			No. The proposed Council Plan will have a positive impact on reducing poverty, subsuming actions from the recent Poverty Sprint are woven throughout the activities and measures. Evidence used to assess this impact includes analysis of data on need and analysis of proposed activities and measures.
Assessment completed by:	Gemma Cooper. Head of Strategy, Business and Customer			
Date:	27 October 2025			
Head of Service:	Erik Scollay, Chief Executive			
Date:	27 October 2025			