

Template for Impact Assessment Level 1: Initial screening assessment

Subject of assessment:	Performance and Financial Management Policy			
Coverage:	Cross-cutting			
This is a decision relating to:	<input type="checkbox"/> Strategy	<input checked="" type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input 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 type="checkbox"/>
It is driven by:	Legislation:	<input type="checkbox"/>	Local or corporate requirements:	<input checked="" type="checkbox"/>
Description:	<p><u>Key aims, objectives and activities</u></p> <p>The policy sets out the Council's approach to performance and financial management, ensuring that performance, finance, and risk are managed in an integrated, transparent, and consistent way. It establishes the principles, responsibilities, and framework for monitoring outcomes, supporting effective decision-making, resource allocation, and assurance to elected members and residents.</p> <p><u>Statutory drivers (set out exact reference)</u></p> <p>Local Government Act 1999 - Best Value Duty. 2024 Best Value Statutory Guidance. Local Government and Housing Act 1989. Local Audit and Accountability Act 2014.</p> <p><u>Differences from any previous approach</u></p> <p>The policy has been expanded to provide a governance framework for an integrated approach to oversight and management of performance, finance and risk.</p> <p><u>Key stakeholders and intended beneficiaries (internal and external as appropriate)</u></p> <p>Those staff, residents, visitors and businesses in the area that are affected by the services the Council delivers,</p> <p><u>Intended outcomes.</u></p> <p>To ensure that the Council has an approach in place that maximises its ability to deliver the Council Plan.</p>			
Live date:	April 2026			
Lifespan:	April 2026 – April 2029			
Date of next review:	April 2029			

Screening questions	Response			Evidence
	No	Yes	Uncertain	
<p>Human Rights</p> <p>Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?*</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Policy aims to ensure the Council has in place robust approaches to use of data in its performance management arrangements to drive evidence based decision making. It is complemented by other relevant policies including its suite of equality policies, Data Protection Policy and data quality policy to ensure that that data is robust and performance considers where outcomes may vary because individuals or groups hold one or more protected characteristics.</p> <p>As a result of the above, there are no concerns that the Performance and Financial Management Policy could have an adverse impact on human rights.</p> <p>Evidence used to inform this assessment includes analysis of the Human Rights Act 1998, consideration of the policy content and information on how it will support compliance with the statutory drivers listed in this impact assessment.</p>
<p>Equality</p> <p>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?*</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Public Sector Equality Duty (PSED) requires that when exercising its functions the Councils must have due regard to the need to:-</p> <ul style="list-style-type: none"> eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. <p>In having due regard to the need to advance equality of opportunity, the Council must consider, as part of a single equality duty:</p> <ul style="list-style-type: none"> removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it; and; encouraging people who share a protected characteristic to participate in public life or in any other activity in which participation is low. <p>The Policy aims to ensure the Council has in place robust approaches to use of data in its performance management arrangements to drive evidence-based decision making. It is complemented by other relevant policies including its suite of equality policies, Data Protection Policy and data quality policy to ensure that that data is robust and performance considers where outcomes may vary because individuals or groups hold one or more protected characteristics.</p> <p>As a result of the above, there are no concerns that the Performance and Financial Management Policy could have an adverse impact on individuals or groups because they hold one or more protected characteristics.</p> <p>Evidence used to inform this assessment includes analysis of the PSED, consideration of the policy content and information on how it will support compliance with the statutory drivers listed in this impact assessment.</p>

* Consult the Impact Assessment further guidance appendix for details on the issues covered by each of these broad questions prior to completion.

Screening questions	Response			Evidence
<p>Community cohesion</p> <p>Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?*</p>	☒	☐	☐	<p>The Policy aims to ensure the Council has in place robust approaches to use of data in its performance management arrangements to drive evidence-based decision making. It is complemented by other relevant policies including its suite of equality policies, Data Protection Policy and data quality policy to ensure that that data is robust and performance considers where outcomes may vary and could impact negatively on relationships between communities of interest or neighbourhoods. The policy sets out how it will support the Council to deliver its Council Plan ambitions which includes a theme of supporting safe and resilient communities.</p> <p>There are no concerns that the policy could impact negatively on this area. Evidence used to inform this assessment includes analysis of the PSED, consideration of the policy content and information on how it will support compliance with the statutory drivers listed in this impact assessment.</p>
<p>Armed Forces</p> <p>Could the decision impact negatively on those who are currently members of the armed forces of former members in the areas of Council delivered healthcare, compulsory education and housing policies?*</p>	☒	☐	☐	<p>There are no concerns that the policy could impact negatively on the rights of current or former members of the armed forces.</p> <p>Evidence used to inform this assessment includes analysis of the policy and its commitment to delivering the Council Plan and information on how it will support compliance with statutory drivers listed in this impact assessment.</p>
<p>Care leavers</p> <p>Could the decision impact negatively on those who are care experienced?*</p>	☒	☐	☐	<p>The Policy aims to ensure the Council has in place robust approaches to use of data in its performance management arrangements to drive evidence-based decision making. It is complemented by other relevant policies including its suite of equality policies, Data Protection Policy and data quality policy to ensure that that data is robust and performance considers where outcomes may vary and could impact differently because someone is a care leaver.</p> <p>Evidence used to inform this assessment includes analysis of the PSED, consideration of the policy content and information on how it will support compliance with the statutory drivers listed in this impact assessment.</p>
<p>Reducing Poverty</p> <p>Could the decision impact negatively on the Council's ambitions to reduce poverty in the town?</p>	☒	☐	☐	<p>The Policy aims to ensure the Council has in place robust approaches to use of data in its performance management arrangements to drive evidence-based decision making. It is complemented by other relevant policies including its suite of equality policies, Data Protection Policy and data quality policy to ensure that that data is robust and performance considers where outcomes may vary. The policy sets out how it will support the Council to deliver its Council Plan ambitions which includes a clear commitment that the Council will reduce and alleviate the impact of poverty to improve lives and life changes for people in Middlesbrough.</p> <p>Evidence used to inform this assessment includes analysis of the policy and its commitment to delivering the Council Plan and information on how it will support compliance with statutory drivers listed in this impact assessment.</p>
<p>Next steps:</p> <p>➡ If the answer to all of the above screening questions is No then the process is completed.</p> <p>➡ If the answer of any of the questions is Yes or Uncertain, then a Level 2 Full Impact Assessment must be completed.</p>				

Assessment completed by:	Ann-Marie Johnstone	Head of Service:	n/a
Date:	26 February 2026	Date: 8 Jan 2026	n/a