

**Working together to create a borough of opportunity
Predictive Equality Impact Assessment (PEIA) (V.5)
FOR ALL COUNCIL DECISIONS ONLY**



Title of report or proposal:

Hammersmith & Fulham Council's corporate plan 2010/2013

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

The corporate plan is largely drawn from business plans produced by departments in accordance with corporate guidance and requires PEIAs to be completed by departments. Additional to planning future services, it also reviews the achievements in the previous year and gives the council's vision of what it is striving to achieve for the residents and businesses of Hammersmith & Fulham.

The council's main mission is to make H&F a borough of opportunity, driven by its key priorities:

- **Delivering high quality, value for money public services,**
- **Tackling crime & anti social behaviour,**
- **A cleaner greener borough,**
- **A top quality education for all,**
- **Promote home ownership**
- **Regenerating the most deprived parts of the borough**
- **Setting the framework for a healthier borough.**

Department:

All Departments

Officer Responsible: *(to be completed by the report author)*

Frank Hansen, x2580, frank.hansen@lbhf.gov.uk

(Signature, Print Name, Contact Number and Email Address)

Form and report MUST be checked and countersigned by the Opportunities Officer (Organisational Development)

Opportunities Officer: *(to be completed by the Opportunities Manager)*

Signed off by Lillian Magero on **25/01/2010** Email PEIA@lbhf.gov.uk Tel 020 8753 2355

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

The main people affected by the corporate plan will be the residents of the borough and those working in local businesses.

2. Identify the risks that could prevent the planned outcomes

The recession is the largest risk to delivering the corporate plan, through increasing demands for council services, while the financial pressures on our residents and businesses are likely to reduce the income from council tax and business rates.

3. Could the proposal have a positive impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

a) b) c) d) e) f) It is intended that delivering services in accordance with the corporate plan would have a positive impact on all residents and therefore all of these groups in delivering high quality, value for money services. The key objectives of tackling crime and anti social behaviour, setting the framework for a healthy borough and regenerating the most deprived parts of the borough, would particularly impact on many people from these groups.

The 'Place Survey' results have shown increased satisfaction with the council and in providing value for money, since the last survey in 2006 (up from 53% to 59%).

Only 15% registered a dissatisfaction and the lowest proportion of these were those over 65 (9%). In terms of gender males were slightly more dissatisfied (16%) compared to females (13%). With ethnicity there was a slightly larger proportion of BME (19%) compared to white (14%). Given that 15% dissatisfied is a small number of responses (237) the 5% difference on ethnicity would not be considered statistically significant, however this is something that will be monitored in future Place Surveys and in the Annual Residents Survey.

4. Could the proposal have a differential negative impact on a) race b) disability c) gender d) sexual orientation e) age f) belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring,?)

a) b) c) d) e) f) There shouldn't be any negative impact on these groups. The same objectives were used in previous year and the satisfaction levels do not show any significant areas of concern (see section 4 above).

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

As one key objective 'Setting the Framework for a Healthy Borough' is being addressed by the integration between the Council and the PCT. This closer working arrangement should help improve efficiency in service delivery and focus attention effectively on addressing joint health issues (e.g. smoking cessation, child oral health, obesity & GP registration).

6. Can any differential negative impact of the decision be justified?

None envisaged from the information available. The business planning guidance, approved by CMT (now EMT) requires departments to undertake PEIAs and any negative impact would have been addressed as part of these assessments and the necessary actions undertaken.

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

Numerous surveys have been undertaken to inform the planning process, some impact more directly on the corporate plan, while others like the last three listed would be considered at a departmental level before being filtered into the corporate plan.

- The statutory 'Place Survey' undertaken by Ipsos MORI and published June 2009.
- The Hammersmith & Fulham annual resident's survey, undertaken internally and published July 2008.
- Third Sector Strategy consultation.
- Local Development Framework consultation.
- Building Schools for the Future consultation.

8. Do you need to undertake any further consultation? If so, what and with whom?

- The annual resident's survey to be repeated in Autumn 2009.
- The single equalities consultation (during Sept/Oct 2009).

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

None envisaged any negative impact would have been addressed as part of these assessments and the necessary actions undertaken.

PLEASE EMAIL COMPLETED FORM TO PEIA@lbhf.gov.uk

Contact: Equalities & Diversity Officer, 020 8753 1874
London Borough of Hammersmith & Fulham

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