

# Equality Impact Assessment Form



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| <b>Directorate: Transformation</b>   | <b>Service: Human Resources</b>   |
| <b>Completed by: S Lewis</b>   | <b>Date: 18 November 2015</b>   |
| <b>Subject Title: Revised Equality Objectives 2015-18</b>  |   |
| <b>1. DESCRIPTION</b>  |   |
| Is a policy or strategy being produced or revised:   | Yes <i>*delete as appropriate</i>   |
| Is a service being designed, redesigned or cutback:  | No  |
| Is a commissioning plan or contract specification being developed:   | No  |
| Is a budget being set or funding allocated:  | No  |
| Is a programme or project being planned:   | No  |
| Are recommendations being presented to senior managers and/or Councillors:   | Yes   |
| Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ): | Yes   |
| Details of the matter under consideration:   | The purpose of the revised Equality Objectives is to realign them to the new Council Plan 2015/18 and to ensure objectives are monitored appropriately. |
| <i>If you answered <b>Yes</b> to any of the above go straight to Section 3</i><br><i>If you answered <b>No</b> to all the above please complete Section 2</i>  |   |
| <b>2. RELEVANCE</b>  |   |
| Does the work being carried out impact on service users, staff or Councillors (stakeholders):  | Yes/No* <i>*delete as appropriate</i>   |
| If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders):<br><i>If you answered <b>Yes</b> go to Section 3</i>  |   |
| If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups:<br><i>You do not need to complete the rest of this form.</i>   |   |
| <b>3. EVIDENCE COLLECTION</b>  |   |
| Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?   | The recommendations will impact on the entire Council workforce and the community   |

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|   | of West Lancashire and as such has an impact on all protected characteristics.  |
| If the work being carried out, relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?                        | See Above.  |
| Which of the protected characteristics are most relevant to the work being carried out?   | <i>*delete as appropriate</i>   |
| Age   | Yes   |
| Gender  | Yes   |
| Disability  | Yes   |
| Race and Culture  | Yes   |
| Sexual Orientation  | Yes   |
| Religion or Belief  | Yes   |
| Gender Reassignment   | Yes   |
| Marriage and Civil Partnership  | Yes   |
| Pregnancy and Maternity   | Yes   |
| <b>4. DATA ANALYSIS</b>   |   |
| In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?                                    | Please note it is considered to potentially have an impact on all protected characteristics.  |
| What will the impact of the work being carried out be on usage/the stakeholders?  | It is anticipated that any altered impacts in these areas are envisaged to be positive for the stakeholders and the Council.  |
| What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?          | The Council engages with the local Trade Unions on all aspects of amendments or changes to HR policy or practice. Local community consultation takes place when any service changes are implemented on a service by service basis. The actions within the original equality action plan have also been shared with the CVS. |
| What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics? | Census Data<br>Profile information available on the Council's website<br>Workforce Profile<br>Equality Policies within the Council<br>Equal Pay Audit<br>Trade union consultation<br>CVS consultation   |
| If any further data/consultation is needed and is to be gathered, please specify:   | N/A   |
| <b>5. IMPACT OF DECISIONS</b>   |   |

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| In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?   | The decision to agree to the revisions of the Equality Objectives and ensure they are monitored appropriately will influence positively on the stakeholders and not have any adverse impact on any particular Protected Characteristic. |
| <b>6. CONSIDERING THE IMPACT</b>  |   |
| If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.). | See above in 5.   |
| What actions do you plan to take to address any other issues above?   | No further actions on equality impact need to be taken.   |
| <b>7. MONITORING AND REVIEWING</b>  |   |
| When will this assessment be reviewed and who will review it?   | Equality activities are reviewed annually. EIA's will also be reviewed to ensure there has been no change to the assessed impact on any protected characteristic group.   |