

Equality Impact Assessment Form



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| Directorate of Transformation and Resources | Service: Human Resources |
| Completed by: S Lewis | Date: 23 December 2021 |
| Subject Title: Equality, Diversity & Inclusivity Strategy and Equality Objectives 2022/2026 | |
| 1. DESCRIPTION | |
| 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 (eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations)? | Yes |
| Details of the matter under consideration: | The Equality, Diversity & Inclusivity Strategy details the Council's approach. Equality Objectives are required by the Council to ensure that they are compliant in relation to their Public Sector Equality Duty. |
| <p><i>If you answered Yes to any of the above go straight to Section 3</i></p> <p><i>If you answered No to all the above, please complete Section 2</i></p> | |
| 2. RELEVANCE | |
| Does the work being carried out impact on service users, staff or Councillors (stakeholders): | Yes <i>*delete as appropriate</i> |
| <p>If yes, provide details of how this impacts on service users, staff or Councillors (stakeholders):</p> <p><i>If you answered Yes go to Section 3</i></p> | <p>The Equality Objectives are linked to the way in which the Council works towards its business objectives, as detailed in the Council Vision and Priorities.</p> <p>Consequently, staff and Councillors are required to consider the Equality Objectives as they deliver services to the citizens of the Borough.</p> |
| If you answered No to both Sections 1 and 2 | |

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| <p>provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i></p> | |
| <p>3. EVIDENCE COLLECTION</p> | |
| <p>Who does the work being carried out impact on, i.e., who is/are the stakeholder(s)?</p> | <p>The Equality Objectives particularly impacts on all the borough's citizens in relation to how they engage with our leisure facilities, access our services via digital means, engage with our Health and Wellbeing initiatives or work for us as employees or apply for jobs through our recruitment processes.</p> <p>The objectives have an impact on a wide variety of individuals, and as such, the proposals have an impact on all protected characteristics.</p> |
| <p>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)?</p> | <p>See above</p> |
| <p>Which of the protected characteristics are most relevant to the work being carried out?</p> <p>Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity</p> | <p style="text-align: right;"><i>*delete as appropriate</i></p> <p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p> |
| <p>4. DATA ANALYSIS</p> | |
| <p>In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?</p> | <p>It is considered that this impacts on the whole borough's citizens and workforce, with no particular protected characteristic being more affected than any other.</p> |
| <p>What will the impact of the work being carried out be on usage/the stakeholders?</p> | <p>The changes made to the objectives link to our priorities. There will be no adverse effect on any particular protected characteristic as a consequence of this change.</p> |
| <p>What are people's views about the services? Are some customers more satisfied than others,</p> | <p>The Council consults with the local Trade Unions on the Councils citizens in regular</p> |

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| and if so, what are the reasons? Can these be affected by the proposals? | consultation exercises. The objectives link to the Business plan and the business plan has been subject to citizen Consultation. |
| 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 Profile information available on the Council's website Workforce Profile Equality Policies within the Council Equal Pay Audit Trade Union Consultation |
| If any further data/consultation is needed and is to be gathered, please specify: | N/A |
| 5. IMPACT OF DECISIONS | |
| 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 revise the Equality Objectives will impact positively on the stakeholders and not have any adverse impact on any particular Protected Characteristic. |
| 6. CONSIDERING THE IMPACT | |
| 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. |
| 7. MONITORING AND REVIEWING | |
| When will this assessment be reviewed and who will review it? | The Equality Objectives will be reviewed Annually. At that stage, the EIA will also be reviewed to ensure there has been no change to the assessed impact on any protected characteristic group. |