Equality Impact Assessment (EqIA) form: Initial impact assessment

If an officer is undertaking a project, policy change or service change, then an initial impact assessment must be completed and attached alongside the Project initiation document.

EqIA Titular information:

Date:	January 2021
Service:	Communities, Insight and Change
Project, policy or service EQIA relates to:	**Equality Plan**
Completed by:	Karla Inniss
Has the EQIA been discussed at services team meeting:	Yes
Signed off by:	Laura Callan
Sign off date:	12th February 2021

1. **Policy, Project or service information:**

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:
We have an Equality Plan to build on our vision. Our Community Vision for 2020 to 2024, is to be a great place to live, learn, work and grow and a great place to do business. This includes everyone and means tackling inequality together. Our community priorities set out our commitment to equality in all that we do and how we will meet the needs of our community. We also think it is important to share how we meet the Equality Act, 2010. To: • Eliminate unlawful discrimination, harassment and victimisation and any other unlawful conduct • Advance equality of opportunity • Foster good relations Learning from public engagement, looking at the Local Government Association Equality Framework, reflecting on our past actions and building on our vision has helped us to think further about what we want to do better and what our priorities should be for the coming years. We have built this plan to provide structure to our work but the work itself should change based on what we continue to learn.

Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members ect) have/will be consulted and informed about the project or changes:

We know the best outcomes and changes can only be achieved together. That's why we asked for everyone to share their views and ideas about the proposals. We held a number of focus sessions with different staff at different levels. This included our: Members Equality Steering Group, Employee Equality Steering Group, Managers Network, Leadership Teams, Commissioning Managers, Ethnically Diverse Staff Network, Adult Social Care Staff, Equality Champions and Customer Delivery Managers. We also held sessions with groups in the community too, like the Voluntary Sector, Involved Tenants, Service Providers, Clasp and other residents who wanted to share their specific ideas.

Outline who are the main beneficiaries of the Project, policy change or service change?

The equality plan is about tackling inequality together. This affects everyone but we know this is especially important to people directly affected by inequality and likely to people with protected characteristics, defined by the Equality Act 2010.

Outline any associated aims attached to the project, policy change or service change:

The Equality Plan provides structure for the work that needs to be done but the work itself should change based on what the Council continues to learn from communities. Work should align with three identified priorities:
- Priority 1 - Listen and learn from our communities and use this to deliver services that work well for everyone.
- Priority 2 - Actively champion our commitment to equality, diversity and inclusion and tackle inequality together.
- Priority 3 - Build a diverse and engaged workforce, where everyone is respected.

An action plan for 2021-2022 is included to make progress in becoming a more inclusive Borough.

2. **Protected characteristics:**

There are 9 protected characteristics as defined by the legislation:

- Race
- Gender
- Disability

- Gender re-assignment
- Age
- Religious belief
- Sexual orientation
- Pregnancy/Maternity
- Marriage and civil partnership:

To find out more about the protected groups, please consult the EQIA guidance.

3. Initial Impact review:

In the table below, please indicate whether your project, Policy change or service change will have a positive or negative impact on one of the protected characteristics. To assess the level of impact, please assign each group a *Positive, No, Low or High* impact score:

For information on how to define No, low or high impact, please consult the EQIA guidance document.

If your project is to have a positive impact on one of the protected groups, please outline this in the table below.

For details on what constitutes a positive impact, please consult the EQIA guidance.

Protected characteristics	Impact score	Please detail what impact will be felt by the protected group:
Overall		*People in these protected groups are at the heart of the Equality Plan. The aim of actions is to set tangible goals so that progress can be made to improve outcomes for people with protected characteristics. The measures introduced will help to advance understanding of people and groups at a disadvantage such as improving equality monitoring and creating a residents' equality group.*

47

		Mitigations
Race:	No	The action plan specifically identifies the aim to role model behaviour that promotes, encourages and showcases the benefits of diversity in our community, particularly in relation to publishing communications that relate to Ethnic Minority communities such as celebrating and marking important dates that we haven't previously Further steps to take actions against the 5 principles of the Race at Work Charter are also in the plan. It also highlights the commitment to proactively demonstrate anti-racist practice by investigating what additional support can be offered to staff exposed to racism through their work. In addition, there are further actions to support Racial Equity Work in Schools, collaborative work on Hate Crime and health inequalities and how to improve communication to residents who need to communicate in other languages.
Gender:	No	None identified
Disabilities:	No	The action plan identifies areas to make improvements in easy read publications and collaboration on the upcoming Autism Strategy and health inequalities.
Age:	No	Action to progress existing engagement is in the plan.
Sexual orientation:	No	The action plan specifically identifies the aim to role model behaviour that promotes, encourages and showcases the benefits of diversity in our community, particularly in relation to publishing communications that relate to LGBT+ communities such as celebrating and marking important dates that we haven't previously. Further actions include collaboration on Hate Crime.
Religion/belief:	No	The action plan specifically identifies the aim to role model behaviour that promotes, encourages and showcases the benefits of diversity in our community, particularly in relation to publishing communications that relate to Ethnic Minority communities such as celebrating and marking important dates that we haven't previously
Gender re-assignment:	No	The action plan specifically identifies the aim to role model behaviour that promotes, encourages and showcases the benefits of diversity in our community, particularly in relation to publishing communications that relate to LGBT+ communities such as celebrating and marking important dates that we haven't previously. Further actions include collaboration on Hate Crime.
Pregnancy and Maternity:	No	None identified
Marriage and civil partnership:	No	None identified

Based on your findings from your initial impact assessment, you must complete a full impact assessment for any groups you have identified as having a low of high negative impact. If No impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must report on this initial assessment and it must receive formal approval from the Assistant Director responsible for the project, policy or service change.