



## Full Equality Impact Assessment (EIA)

Impact assessment should be considered in the full range of functions, activities and decisions that the organisation is responsible for. Their purpose is to analyse policies and practices to ensure that they do not discriminate or disadvantage people. They must be relevant and proportionate to the level of changes and impact and where potential for disadvantage is identified they should demonstrate plans to eliminate.

Complete a full equality impact assessment where there is a potential risk of disadvantage to groups/individuals representative of the protected characteristics.

1. Which Function/policy are you assessing?

Equality, Diversity and Inclusion Policy

2. Who is responsible for this Function/policy? (Manager and Section)

Executive Director - Governance

3. What changes are you proposing to this service?

Adoption of the proposed Equality, Diversity and Inclusion Policy to replace the former Corporate Equality and Inclusion Policy 2017-2021.

4a. What potential impact will these changes have on each protected characteristics?

All protected characteristics are impacted.

Protected Characteristic	Positive (Please provide evidence)	Negative (Please provide evidence)	Unmet Need (Please provide evidence)
Age	<p>This policy sets out the Council’s commitment to valuing diversity and promoting equality of opportunity in all of its activities. This includes, but is not limited to, the following actions:</p> <ul style="list-style-type: none"> <li>• Analysis of the residents’ survey and information held on tenants to help information gathering about the local communities and their protected characteristics.</li> <li>• A review of equality impact assessments (EIA’s) and a focus on ensuring that EIA’s are used appropriately to inform decision making.</li> <li>• continuing to review and expand the ways we engage with our communities</li> <li>• demonstrating a commitment to equality in decision making</li> <li>• senior leaders and members acting as ambassadors for the equality agenda and use of the overview and scrutiny function to support and challenge progress on equality</li> <li>• formation of an Equalities Monitoring Group with responsibility for the equality agenda</li> <li>• demonstrating and reviewing success in working with partners in the public, private, community and voluntary sectors to address equality priorities</li> <li>• review of procurement processes to ensure that procured services are helping to deliver the Council’s equality objectives</li> <li>• review of service plans to ensure that equality objectives are being met.</li> </ul>	<p>There is no hierarchy of rights in the Equality Act 2010 or this policy, however occasionally actions to support one protected characteristic may inadvertently discriminate against people sharing another protected characteristic. Where this occurs each case will be looked at with reference to case law and best practice to ensure that the action is proportionate and necessary to achieve a legitimate aim.</p>	

	<ul style="list-style-type: none"> <li>• review of customer satisfaction and policies such as safeguarding and reasonable adjustments to ensure that equalities is accounted for</li> <li>• refresh of the People Strategy and a revised recruitment and selection strategy to include encouraging a more diverse workforce.</li> <li>• employee surveys and subsequent focus on actions and areas for improvement</li> <li>• improved response rate to the employee equalities, diversity and inclusion (ED &amp; I) survey</li> <li>• review of training opportunities particularly in the area of ED&amp;I.</li> <li>• work through established partnerships such as the Community Safety Partnership to issues such as hate crime</li> </ul>		
Disability	As for Age above	As for Age above	
Gender reassignment	As for Age above	As for Age above	
Marriage and civil partnership	As for Age above	As for Age above	
Pregnancy and maternity	As for Age above	As for Age above	
Race	As for Age above	As for Age above	

Religion or Belief	As for Age above	As for Age above	
Sex	As for Age above	As for Age above	
Sexual Orientation	As for Age above	As for Age above	
Care Experience	As for Age above	As for Age above	

4b. What potential impact will these changes have on other areas? n/a

Protected Characteristic	Positive (Please provide evidence)	Negative (Please provide evidence)	Unmet Need (please provide evidence)
Socio Economic (Deprivation)			

What evidence or data do you have that supports your assessment? For example usage, customer feedback, consultation, comparative information etc.

An ED&I employee survey has taken place.

**Action Plan**

- 5. If you have found a negative impact, what are the concerns?
- 6. What action do you plan to take to mitigate this impact? This could involve consultation with those affected.
- 7. What is the target date for these actions?
- 8. Who is responsible?

5. Concern	6. Action	7. Target Date	8. Responsible
As identified above, there is no hierarchy of rights in the Equality Act 2010 or this policy, however occasionally actions to support one protected characteristic may inadvertently discriminate against people sharing another protected characteristic.	Where this occurs, each case will be looked at with reference to case law and best practice to ensure that the action is proportionate and necessary to achieve a legitimate aim.	ongoing	All employees and Councillors

9. Explain how you have included these actions to mitigate within your service plan

Service plans to be reviewed to ensure that equalities objectives are being met.

Signed	Louise Ellis
Date	27.02.24