

Equality Impact Assessment

EDI Strategy 2024-28

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy	EDI Strategy 2024-28
Lead officer and others undertaking this assessment	Vicky Brackenbury
Date EIA started	04.09.23
Date EIA completed	08.02.24

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

The Equality, Diversity & Inclusion Strategy sets out how the Council will fulfil its commitment to equality, diversity, and inclusion. The aim of the Strategy is to show how the Council is embedding and continuing to work towards achieving equality and promoting diversity.

The Strategy fully sets out the Council's commitment to:

1. Providing fair and inclusive services and employment opportunities for everyone in Charnwood
2. Developing and embedding Charnwood's four equality objectives
3. Having 'due regard' to each of the nine protected characteristics and promoting and embedding them in everything that we do
4. Eliminating unlawful discrimination; advancing equality of opportunity and fostering good relations between individuals and community groups
5. Promoting and celebrating diversity

The Strategy is the Council's key strategic document driving equality, diversity, and inclusion priorities across Charnwood.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

The Strategy includes a number of equality objectives to achieve positive outcomes in both service design and delivery, and in employment for everyone in Charnwood.

The Equality, Diversity & Inclusion Strategy identifies real and achievable objectives for the Council which will enable it to fulfil its commitment to equality, diversity, and inclusion. By achieving the objectives set out in the Strategy the Council will achieve positive outcomes for individuals and communities in service design, delivery, and employment. Therefore, a wide range of people will benefit from the positive outcomes achieved through this Strategy with the main beneficiaries being the residents of Charnwood, Council employees and partners across other organisations.

Which groups have been consulted as part of the creation or review of the policy?

Key to the development of this Equality, Diversity & Inclusion Strategy was consultation with, and the engagement/ involvement of various individuals and groups. We have consulted with, and will continue to engage specifically with, diverse groups who have in the past felt under-represented and / or that have specific requirements in relation to this Strategy.

The following groups were consulted in the creation of the Strategy:

- Staff across all levels of the authority (Senior Leadership Team, Corporate Leadership Team, staff focus sessions, Staff Forum, Equality Working Group)
- Equality Action Charnwood
- Polish Club
- Citizens Panel Survey
- Online consultation and webpage page
- Loughborough College

A Residents Survey was completed in 2023, this informed development of the Council's Corporate Strategy (2024-2028), responses generated through this consultation were also taken on board and reflected in the final document.

● **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Relevant evidence & research from:

- Census 2021 survey – demographic information
- Previous Equality Impact Assessments
- National and local research / statistics
- National guidance on the Equality Act 2010 & associated Public Sector Equality Duty
- Equality & Human Rights Commission research and website
- Research from charities and community organisations regarding the 'protected characteristics'
- Staff groups including the Staff Forum; Equality Working Group

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

Within both national and local data, there is little local information on sexual orientation and gender reassignment. This may potentially create barriers when supporting these two protected groups.

● **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

No further consultation required at this time.

● **Step 5 – Assessing the impact**

<p>Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.</p>	
Age	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of age, particularly relating to the three general duties of the Equality Act 2010.</p>
Disability <ul style="list-style-type: none"> • Physical • Visual • Hearing • learning disabilities • mental health 	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of disability, particularly relating to the three general duties of the Equality Act 2010.</p>
Gender Reassignment (Transgender)	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of age, particularly relating to the three general duties of the Equality Act 2010.</p> <p>A potential barrier here is access to, and availability of relevant information. There is little local information on gender reassignment as the Council, and many other organisations, do not have a range of equality monitoring information to support this group.</p>
Race	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of race, particularly relating to the three general duties of the Equality Act 2010.</p>
Religion or Belief (Includes no belief)	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of religion and belief, particularly relating to the three general duties of the Equality Act 2010.</p>
Sex (Gender)	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of sex, particularly relating to the three general duties of the Equality Act 2010.</p>
Sexual Orientation	<p>Positive impact – The Strategy and the Council's commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected</p>

	<p>characteristic of sexual orientation, particularly relating to the three general duties of the Equality Act 2010.</p> <p>A potential barrier here is access to, and availability of relevant information. There is little local information on sexual orientation as the Council, and many other organisations, do not have a range of equality monitoring information to support this group.</p>
<p>Other protected groups</p> <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	<p>Positive impact – The Strategy and the Council’s commitment to equality and inclusion is likely to have a positive impact on individuals and communities with regards to the protected characteristic of pregnancy and maternity and marriage and civil partnership, particularly relating to the three general duties of the Equality Act 2010.</p>
<p>Other socially excluded groups</p> <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities • Current and ex-armed HM forces personnel (Veterans) 	<p>Positive impact - The Strategy and the Council’s commitment to equality and inclusion covers a variety of other groups such as: rural isolation, deprivation, health inequality, carers, asylum seekers and refugee communities, deprived or disadvantaged communities and current and ex-armed HM forces personnel.</p> <p>The specific actions are likely to have a positive impact on individuals and communities.</p>

<p>Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <ul style="list-style-type: none"> • If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. • Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.
<p>The Strategy is aimed at achieving fairer employment practices and more appropriate and accessible service design and delivery. However, it is recognised that positive outcomes are dependent upon the effective implementation of the Strategy.</p> <p>One of the main barriers to the effective implementation of the Strategy is cultural, behavioural, and attitudinal. A range of training for employees and elected members is a specific way to tackle this. Additionally, the promotion of positive message and raising the profile of equality and inclusion across the authority will also support this.</p>
<p>Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council’s responsibilities in relation to equality and diversity (please refer to the general duties on the front page).</p>
<p>It is the opinion that the Equality, Diversity & Inclusion Strategy will comply with Charnwood Borough Council’s responsibilities. It will further promote equal opportunities and achieve positive outcomes with the main beneficiaries being the residents of Charnwood, Council employees and partners across other organisations.</p>

- **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?
Progress against the Strategy and associated Action Plan will be continually monitored by the corporate Equality Working Group and a report on the progress towards achieving the aims, objectives, and targets within them will be produced annually.
How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans, and use of performance management systems.
The recommendations of this assessment will be built into the Strategy to ensure positive outcomes are achieved. Any identified recommendations will be available to use when planning future service delivery.

- **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date
001	Continue to ensure that monitoring of the Strategy and associated action plan is carried out on an annual basis and allows for effective monitoring of outcomes.	S. Jackson	Ongoing

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	This assessment will be attached as an appendix to the Cabinet report and will also be published on the equality's page of the website.
Service users	✓	
Partners and stakeholders	✓	
Others		
To ensure ease of access, what other communication needs/concerns are there?		

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate

I agree with this assessment

If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales below.

H.Gretton

Signed (Service Head):

Date: 20.02.24