

Chesterfield Borough Council

Equality Impact Assessment - Full Assessment Form

Service Area: Policy and Communications

Section: Policy

Lead Officer: Katy Marshall, Policy Officer

Title of the policy, project, service, function or strategy the EIA is being produced for: Equality and Diversity Policy and Strategy 2017-2019

Is the policy, project, service, function or strategy:

Existing

Changed

New/Proposed

STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES

What is the aim of the policy, project, service, function or strategy?

This Policy and Strategy show our commitment to advancing equality of opportunity, and providing fair access and treatment in employment and when delivering services. It also ensures that the services we provide are fair and meet the needs of the local community, and that we discharge our responsibilities under the Equality Act 2010.

Who is the policy, project, service, function or strategy going to benefit and how?

The Policy will benefit all who live, work, visit and study in Chesterfield. The Policy also includes specific commitments regarding the Council as an employer, it therefore benefits Chesterfield Borough Council employees and potential employees.

What outcomes do you want to achieve?

The project contributes towards the Council's priority to reduce inequality and support the more vulnerable members of our communities .

What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

- Robust and responsive monitoring of equality, diversity and social inclusion issues for services, functions, policies, projects and strategies is resource intensive.
- This policy applies to every Councillor, employee of Chesterfield Borough Council, and any other person or organisation employed by the Council to work or to deliver services on its behalf, including those employed through contractual, commissioning or grant-aided arrangements. The success of this Policy relies on full commitment from all these stakeholders.
- The Strategy and Policy must provide a framework for the Council to follow but be flexible enough to meet the changing needs of local communities, and statutory requirements over the next two years.

STEP 2 – COLLECTING YOUR INFORMATION

What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

- Best practice sharing from a range of authorities including all authorities in Derbyshire.
- Range of data available from the State of the Borough report including Census data, economic data, health data etc.
- Chesterfield Borough Health Profile.

STEP 3 – FURTHER ENGAGEMENT ACTIVITIES

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

| Date | Engagement Activity | Main findings |
|---------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ongoing | CBC engagement activities including Are You Being Served. | During recent years our engagement activity has seen an increase in concern about the economic situation, social and financial inclusion. The Policy includes these issues alongside health inequalities which is also an increasing concern. |

| | | |
|--------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| March – April 2017 | Equality and Diversity Forum | The Equality and Diversity Forum have supported the development of the principles and action plan, and will be involved in ongoing monitoring of delivery of the strategy. |
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STEP 4 – WHAT’S THE IMPACT?

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

| Group or Protected Characteristic | Positive impacts | Negative impacts | Action |
|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------|
| Age – including older people and younger people. | This is one of the characteristics specifically targeted in the Policy and Strategy, which seeks to advance equality of opportunity and fair access and treatment in services and employment. | None | None |
| Disabled people – physical, mental and sensory including learning disabled people and people living | As above | As above | As above |

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|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|----------|----------|
| with HIV/Aids and cancer. | | | |
| Gender – men, women and transgender. | As above | As above | As above |
| Marital status including civil partnership. | As above | As above | As above |
| Pregnant women and people on maternity/paternity. | As above | As above | As above |
| Sexual Orientation | As above | As above | As above |
| Ethnic Groups | As above | As above | As above |
| Religions and Beliefs | As above | As above | As above |
| Other groups e.g. those experiencing deprivation and/or health inequalities. | Social Inclusion, deprivation, health inequalities commitments have been strengthened in this policy from the previous versions. | None | None |

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

Yes

No

If yes what action can be taken to stop the discrimination?

STEP 5 – RECOMMENDATIONS AND DECISION MAKING

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

A range of data was collected during the EIA stage, this helped to shape the policy and strategy.

How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

The Policy and Strategy will be reviewed and monitored on a regular basis and appropriate changes made e.g. due to changes in legislation or changing community needs.

STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION

Please note the draft EIA should be reviewed by the appropriate Head of Service/Service Manager and the Policy Service before WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Policy Service

Name: Katy Marshall

Date: 08/03/2017

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service