

Chesterfield Borough Council
Equality Impact Assessment - Full Assessment Form

Service Area: **ALL**

Section: **ALL**

Lead Officer: **Donna Reddish**

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: **Framework for responding to speakers promoting messages of hate and intolerance at Chesterfield Borough Council owned venues and within the Borough.**

Is the policy, project, service, function or strategy: **Policy and procedures**

Existing

Changed

New/Proposed

STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES

The framework sets out the proposed approach the Council will take when alerted to concerns about speakers, organisations or groups at venues in Chesterfield Borough.

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

Chesterfield Borough Council operates under a duty to foster good relations between protected equalities groups. An equalities and public safety approach is promoted. The whole community benefits from this approach.

What outcomes do you want to achieve?

There are no specific intended groups that the framework seeks to impact or affect through decision made by use of this framework. The intention is to:

- Minimise discrimination, harassment and victimisation to all groups that share a protected characteristic
- Protected and build cohesion and foster good relations between groups that share a protected characteristic and people that do not share that characteristic

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

There can be difficulties in obtaining quality and relevant information on which to base a decision. The framework strengthens the approach taken to gathering information and undertaking analysis to improve decision making.

STEP 2 – COLLECTING YOUR INFORMATION

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

The experience of CBC service managers in responding to concerns about messages of hate and intolerance have been considered alongside best practice from other local authorities.

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
October – November 2015	Consultation with key frontline service areas and advisory services e.g. legal, community safety and policy.	Framework has been streamlined to provide clear guidance for the information, analysis and decision stages. Confirmation that Venues programming for the Winding Wheel and the Pomegranate are considered under separate arrangements due to the need for medium and longer term programming decisions.

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.

Overall impact

Proponents of known extremist narratives and those that promote extremist messages are often explicitly promoting messages of hate and intolerance against protected equality groups. This framework has a positive overall impact for the community as it seeks to:

- Minimise discrimination, harassment and victimisation to all protected groups
- Protected and build cohesion and foster good relations between groups that share a protected characteristic and people that do not share that characteristic

Group or Protected Characteristic	Positive impacts	Negative impacts	Action
Age – including older people and younger people.	Minimise discrimination, harassment and victimisation; foster good relations between different age groups.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	Minimise discrimination, harassment and victimisation; foster good relations between people with disabilities and those without.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Gender – men, women and transgender.	Minimise discrimination, harassment and victimisation; foster good relations between people of a particular gender and those that are not the same gender.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Marital status including civil partnership.	Minimise discrimination, harassment and victimisation.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	Minimise discrimination, harassment and victimisation.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	Minimise discrimination, harassment and victimisation; foster good relations between people of a particular sexual orientation and those of	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.

Group or Protected Characteristic	Positive impacts	Negative impacts	Action
	different sexual orientation.		
Ethnic Groups	Minimise discrimination, harassment and victimisation; foster good relations between people of a particular race/ethnicity and those who are not the same race/ethnicity.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Religions and Beliefs including those with no religion and/or beliefs.	Minimise discrimination, harassment and victimisation; foster good relations between people of a particular faith and those of others or no faith.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.
Other groups e.g. those experiencing deprivation and/or health inequalities.	Minimise discrimination, harassment and victimisation.	No negative impacts identified.	Adhere to the Council's framework for responding to speakers promoting messages of hate and intolerance.

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?

Helping to ensure a fair balance for equality, human rights and public safety considerations.

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

This framework will need to be a fluid document which can be updated regularly to reflect guidance and best practice changes. Lessons learned from application will also be evaluated and inform the frameworks development. A more in-depth review is recommended every three years.

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: Donna Reddish

Date: 30/11/15

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service