



Exeter City Council

Equality and Diversity Policy

Equality Impact Assessment Report – vs.2 August 2016

1. Reason for the EqIA

This is a new policy for Exeter City Council (ECC) and has been devised to bring our Equality Policy provision up to date in terms of references to law, our legal duty and use of relevant terminology. Additionally the policy provision has been widened to cover the council's role as a provider of services, community leader and employer.

The lead officers for the development of the policy are Melinda Pogue-Jackson, Policy Officer and Kären Jamieson, Human Resources Business Partner with the work being scrutinised by the Equality Task and Finish Group. The timescales for the completion and delivery of the policy, to include travel through the committee cycle is January 2017.

2. Scope of the Policy

The policy describes and clarifies the council's vision and aims with regard to promoting equality, the delivery of services and tackling exclusion for both the citizens of Exeter and the employees of the council.

This approach links to the ECC Corporate Plan 2015/16 in particular the strategic strands of "provide services to meet customers' needs" and "support Exeter's communities" albeit there are equality issues to be found in all 6 strands. The policy also links to our commitment to the Devon Joint Declaration for Equality.

The main beneficiaries of this policy will be the citizens of Exeter and ECC employees with neither group being the predominant stakeholder. The beneficial impact of adopting an inclusive and equality driven approach is generally well known with the Equality and Human Rights Commission making the following key points:

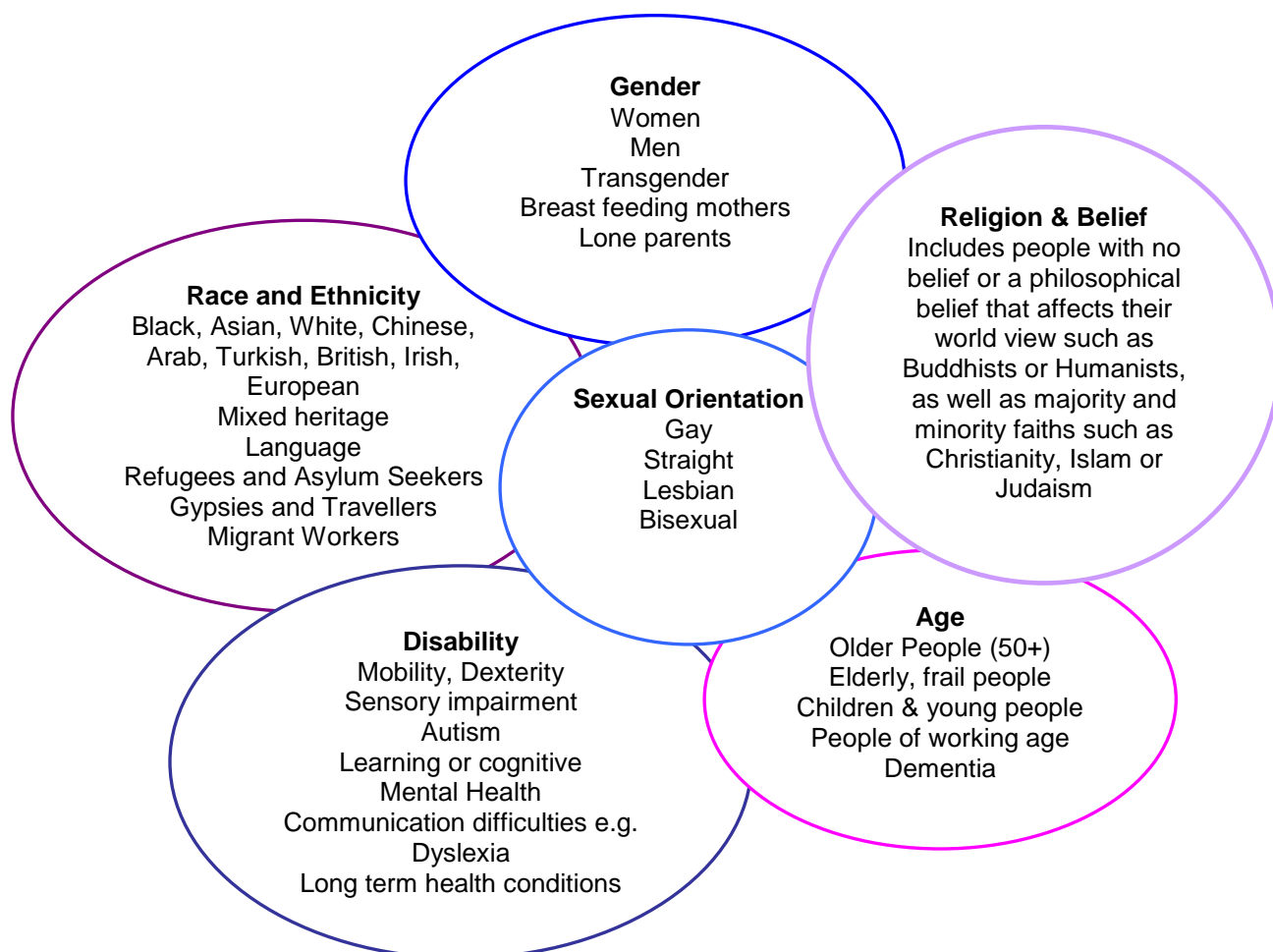
- Can achieve a reduction in the likelihood of unlawful discrimination or legal claim
- Achieves compliance with legislation and the Public Sector Duty
- Supports good organisation performance
- Increased worker satisfaction
- Improved understanding of customers, clients and service user needs

3. Data used to measure impact

The data source groups that may be impacted by the policy are primarily contained in the census data for Exeter and the workforce profile for ECC.

This grouping was then further focussed to specific groups. The most recent population data and the workforce profile are attached to this EqlA.

Whilst the policy applies to all protected characteristics, the key groups in the Exeter population and ECC workforce likely to experience an impact are the minority groups. In particular those who might have difficulty either accessing our services or securing or remaining in employment with ECC.



When considering these in relation to protected characteristics there are some indicators of where there might be a negative or positive impact, these could be:

- Gender – attitudes to transgender people
- Religion and belief – understanding the impact of cultural dynamics in accessing services and employment
- Age – the impact of Dementia for engaging with services or employees with caring responsibilities
- Disability – the impact of Mental Health on seeking and retaining employment
- Race and Ethnicity – the confusion and conflation of the terms of Refugee and Immigrant on attitudes to those seeking housing

In order to reach as many groups as possible it is intended to initially consult with Devon Police Equality Reference Group. If it is found that this does not

cover a wide enough range of groups then the consultation will be extended to cover the following groups:

- Devon Strategic Partnership Equality Reference Group
- Exeter Black & Minority Ethnic Forum
- Refugee Support Devon
- Young Devon
- Living Options Devon
- Intercom
- Local Trans groups
- MIND
- Mindful Employer
- Recovery Devon
- St Petrocs
- Exeter Community Initiatives
- CAB
- Exeter Dementia Action Alliance

4. Feedback from the consultation and identified impact

The Draft Equality Policy was shared with The Police Local Reference Group for feedback and this did not prompt any identification of impacts (negative or positive). Officers have reflected on this outcome and rather than delay the approval of the policy by then contacting the individual organisations listed above, it has been agreed to consult with them as part of the implementation of the policy. This is likely to be a more meaningful and dynamic exercise, directly impacting on how the council conducts its business. The policy itself and this document can then be updated accordingly.

Negative impact

No data at present.

Positive impact

No data at present.

5. Actions to be taken as a result of the EqIA

This section will cover actions that have been identified as a result of the consultation.

6. Monitoring and review

This section will cover the processes for monitoring and review once consultation has been completed but will include as a minimum the following.

- a. An annual review will be scheduled to establish whether or not there has been any disproportionate effect on any of the target groups
- b. Relevant monitoring processes will be devised to identify and assess the impact data to ensure an appropriate response.