

## Equality Impact Assessment: *Review of Equality and Diversity Policy review*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

<b>Committee name and date:</b>	<b>Report Title</b>	<b>Decisions being recommended:</b>	<b>People with protected characteristics potentially impacted by the decisions to be made:</b>
Executive 9 January 2024 Council 20 February 2024	Equality and Diversity Policy review September 2023	Adoption and implementation of the revised policy	All protected characteristics are impacted.

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed

decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	High	<p>The policy sets out the Council’s commitment to be an exemplar in promoting equality and tackling social exclusion as a service provider, community leader and employer. This includes, but is not limited to, the following actions:</p> <ul style="list-style-type: none"> <li>• ensure physical access to services</li> <li>• access to information about services and contact with the council</li> <li>• ensure the council work force reflects the community it serves</li> <li>• put in place policies and procedures for fair recruitment and selection and learning and development for staff</li> <li>• work through established partnerships such as the Community Safety Partnership to tackle city wide issues such as hate crime</li> <li>• Maintain a system of equality impact assessments to ensure all protected characteristics are considered in decision making</li> </ul>
	Negative	Low	<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</p>

			proportionate and necessary to achieve a legitimate aim e.g. protection against discrimination.
<b>Disability:</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	High	As for Race and Ethnicity above. The Policy also includes a section 7.35 on assisting employees who become disabled during their employment and a reference to the Flexible Working Policy at 7.31.
	Negative	Low	As for Race and Ethnicity above.
<b>Sex/Gender</b>	Positive	High	As for Race and Ethnicity above. The Policy also includes reference to the Flexible Working Policy at 7.31.
	Negative	Low	As for Race and Ethnicity above.
<b>Gender reassignment</b>	Positive	High	As for Race and Ethnicity above. The Policy also includes reference to the Flexible Working Policy at 7.31.
	Negative	Low	As for Race and Ethnicity above.
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	High	As for Race and Ethnicity above. The Policy also includes reference to the Flexible Working Policy at 7.31.
	Negative	Low	As for Race and Ethnicity above.
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	Positive	High	As for Race and Ethnicity above.
	Negative	Low	As for Race and Ethnicity above.
<b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people	Positive	High	As for Race and Ethnicity above. The Policy also includes reference to the Flexible Working Policy at 7.31.

living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Negative	Low	As for Race and Ethnicity above.
<b>Pregnancy and maternity</b> including new and breast feeding mothers	Positive	High	As for Race and Ethnicity above. The Policy also includes reference to the Flexible Working Policy at 7.31.
	Negative	Low	As for Race and Ethnicity above.
<b>Marriage and civil partnership status</b>	Positive	Medium	Maintain a system of equality impact assessments to ensure all protected characteristics are considered in decision making.
	Negative	Low	As for Race and Ethnicity above.
<b><u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u></b>			
•			

**Officer: Melinda Pogue-Jackson**  
**Date: 27 September 2023**