

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also agreed to treat people with care experience as if they had a protected characteristic.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of

equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or

impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Executive's	Lead officer responsible for EIA	Chief Executive
Name of the policy or function to be assessed:		Emerging corporate plan priorities	
Names of the officers undertaking the assessment:		Chief Executive	
Is this a new or an existing policy or function?		A new corporate plan with priorities which remain consistent but updated objectives	
<p>1. What are the aims and objectives of the policy or function?</p> <p>The vision expressed in the emerging plan is that Broxtowe will be a safer greener healthier place where everyone prospers.</p> <ul style="list-style-type: none"> • Priorities are Housing – a good quality home for everyone • Business Growth – Invest in our towns and our people • Environment – Protect the environment for the future • Health – Support people to live well • Community Safety – A safe place for everyone <p>Within each priority are clearly spelt out proposed objectives which Cabinet is asked to consider</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>It is the intention that once objectives are approved measureable outcomes will be defined so residents and councillors can assess progress. Outcomes will be linked to the priorities and the vision of the council</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Residents of Broxtowe. Businesses within Broxtowe. Users of services. People who visit Broxtowe. Tourists.</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Residents Councillors Employees Businesses</p>			

Directorate:	Chief Executive's	Lead officer responsible for EIA	Chief Executive
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5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?

A consultation was held. There were 820 responses in all or which there were 114 responses from people who were of non-white, English, Scottish welsh or Northern Irish background- 17.2% of total responses. This is a very good proportion of people from diverse backgrounds.

298 of 820 respondents to the survey said their health was limited a lot or limited a little. Again this proportion is sufficiently reflective of people with health conditions to give satisfaction that their views have been gained.

There were responses to the consultation from every ward in Broxtowe with the majority from Beeston which is the main centre of population.

The gender split from the consultation responses was reflective of both sexes and there were responses from people who did not identify as male or female or preferred not to say

There were responses to the consultation from a wide spread of ages, including a significant number of over 65s but also people who were under 30.

In relation to the chosen priorities, regard has been had to quantitative data relating to priority areas and links are given in the report to a significant amount of data that can be analysed some of which relates to protected characteristics.

6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?

As outlined above the consultation exercise obtained a significant amount of qualitative data (views, opinions and suggestions) which has been used to inform the suggested priorities and objectives in the plan.

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

The views of all stakeholders have been considered. The plan is intended to have positive impacts across all the protected characteristic groups. A couple of specific examples might be

- Toilet strategy (of particular interest to older residents, those with children or disabilities)
- Proposals relating to violence against women and girls – (of particular interest to female residents)

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

☐ Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?

The corporate plan emerging priorities intend to benefit all residents including those with protected characteristics. However, there are some measures which are intended to have particular benefits for some protected characteristic groups (examples such as those quoted above in 7)

☐ Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

Yes there are no unequal impacts proposed, instead positive impacts for protected characteristic groups are intended. For example, where improvements are made to parks and open spaces as intended in the plan particular attention will be paid to ensuring adults and children with disabilities will be catered for.

The objective relating to working in partnership to help improve access to medical facilities in Eastwood and Beeston will benefit those with health conditions or disabilities.

☐ Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

None identified as a result of the proposals in the emerging plan. The Council will continue to work to ensure its equality action plan continues to identify barriers experienced by protected characteristic groups, and works to overcome them. The council is actively working with groups such as the Disability forum to co-produce policy and strategy.

☐ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

Yes, for example reference to events within the emerging objectives are highlighted as a measure that can bring communities together and enrich community life.

□ What further evidence is needed to understand the impact on equality?

The council will continue to deepen its understanding through objective data and partnership working, of inequalities which exist within Broxtowe.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: The Council has good links and means of contacting and listening to older people in Broxtowe. We intend to balance this with deliberate intent to listen to and engage young people in Broxtowe.

Disability: Engage with the disability forum, the health sector, the voluntary sector, to implement policy in the most effective way

Gender: Through its employment practices the Council will continue to promote equality and tackle discrimination both direct and indirect.

Gender Reassignment: The Council needs to deepen its understanding of people with this protected characteristic

Marriage and Civil Partnership: No specific actions are identified

Pregnancy and Maternity: smoking rates in pregnancy is a particular concern and will be subject of partnership activity

Race: The Council has good links with people of different races and the consultation resulted in a good number of diverse responses. We intend to continue to build on these positive approaches in the future, especially in relation to work with refugees and asylum seekers. An example of where we are active in promoting equality include in the area of hate crime where it is racially motivated.

Religion and Belief: Through events and building relationships with all faith groups the Council intends to promote cohesion and understanding between people of different faiths and none. An example where we are active in promoting equality include in the area of hate crime where targeted against religion and belief

Sexual Orientation: The Council will continue to deepen its understanding of people with this protected characteristic. An example where we are active in promoting equality includes in the area of hate crime where it is targeted against LGBTQ+ groups

Care Experience: The Council continues to deepen its understanding of the particular needs of people with care experience. There is a proposal in the plan to consider subsidised access to leisure for carers

Chief Executive: Ruth Hyde

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:

A solid black rectangular box redacting the signature of the Chief Executive.