

Appendix 2

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 decided to treat people who have care experience as if they had a protected characteristic under the law.

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)

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|--|-------------------|---|-----------------|
| Directorate: | Chief Executive's | Title of the Lead Officer responsible for EIA | Chief Executive |
| Name of the policy or function to be assessed: | | Productivity Plan | |
| Title of the Officer undertaking the assessment: | | Chief Executive | |
| Is this a new or an existing policy or function? | | New Plan | |
| <p>1. What are the aims and objectives of the policy or function? To comply with Government regulation by setting out in a plan how the Council intends to improve productivity</p> | | | |
| <p>2. What outcomes do you want to achieve from the policy or function? The themes of the plan are Investing in people</p> <ul style="list-style-type: none"> • Reduced absence rates* • Improved annual employee survey results* • Investment in skills • Number of apprentices employed • Reduced turnover rates • Reduced spend on consultants to cover skill gaps • Reduced agency spend <p>Improving Performance</p> <ul style="list-style-type: none"> • Higher annual Tenant Satisfaction Measure (TSM) results* • Measureable improvement in asset performance | | | |

| Directorate: | Chief Executive's | Title of the Lead Officer responsible for EIA | Chief Executive |
|---|-------------------|---|-----------------|
| <ul style="list-style-type: none"> • Consistently high levels of planning processing performance • Higher recycling and composting rates • Lower contamination rates <p>Productive Partnerships</p> <ul style="list-style-type: none"> • Number of new partnerships leading to additional public value** • Amount of additional resource generated from partnerships aligned to the Council's corporate plan objectives* <p>Procurement advantage</p> <ul style="list-style-type: none"> • Improve contract management to secure better outcomes • Reduce cost and or improve the quality of services • Increase social value** | | | |
| <p>3. Who is intended to benefit from the policy or function? Residents of Broxtowe Borough Council</p> | | | |
| <p>4. Who are the main stakeholders in relation to the policy or function? Residents Customers Businesses Tenants Partners Contractors Employees Councillors</p> | | | |
| <p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands? Baseline quantitative data is available in relation to the asterisked outcome indicators which are to be tracked as part of the outcome measurement associated with the productivity plan Where there are two asterisks marked it is intended to find ways to track outcome measures relating to equality strands</p> | | | |
| <p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? These are available in relation to satisfaction measurement as part of</p> <ul style="list-style-type: none"> • Annual budget survey • Annual employee survey | | | |

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| Directorate: | Chief Executive's | Title of the Lead Officer responsible for EIA | Chief Executive |
| <ul style="list-style-type: none"> Annual Tenant survey | | | |

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

A particular area we will be investigating further is the satisfaction of disabled tenants with a view to finding ways to address issues that cause them to be less satisfied with their homes and the Council as a Landlord than other 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:

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

The intention is to positively benefit all residents of Broxtowe but most particularly those who experience disadvantage or who may have protected characteristics.

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

The Council already tries to take action to reach equality strand groups who may experience disadvantage in accessing services – for example through home visits, targeting communication, meetings in locations convenient to communities, targeting communication in the appropriate language.

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

Potentially the productivity plan could help contribute positively to the wellbeing of people with protected characteristics, enable them to feel valued and listened to and respond to their needs or identify gaps in current

services and through additional resources or social value to address those gaps.

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

Collect survey data from people with protected characteristics in all service areas
 Improve contract management to collect data related to protected characteristics
 Improve our knowledge of positive benefits for people with protected characteristics experienced through partnership working

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: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Disability: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Gender: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Gender Reassignment: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Marriage and Civil Partnership: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Pregnancy and Maternity: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Race: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Religion and Belief: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Sexual Orientation: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Care Experience: ensure collection of data relating to this protected characteristic in surveys and satisfaction measurement

Chief Executive:

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: Ruth Hyde