

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)

Directorate:	Chief Executive's	Title of the Lead Officer responsible for EIA	Chief Executive
Name of the policy or function to be assessed:		People Strategy 2025-2029	
Title of the Officer undertaking the assessment:		Chief Executive	
Is this a new or an existing policy or function?		A new Strategy	
<p>1. What are the aims and objectives of the policy or function?</p> <p>The Strategy sets out how the Council will approach the training and development of its workforce, supporting the wellbeing of the workforce; ensuring the equality and diversity of the workforce and the development of the organisation through its employees.</p> <p>Each of these objectives has a set of actions outlining how the Council will achieve our objectives and a set of measurements to enable the Council to monitor progress in achieving outcomes.</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>A highly trained, happy , productive and diverse workforce</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Employees themselves Residents through high levels of service delivery</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Residents and Employees</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <p>Data is collected in the form of an annual workforce profile which is reported to councillors, which we also publish. These documents contain a range of objective</p>			

Directorate:	Chief Executive's	Title of the Lead Officer responsible for EIA	Chief Executive
measures including data relating to ethnicity, disability, retention, turnover, satisfaction, pay, promotion, development, absence, disciplinary, recruitment data, etc.			
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</p> <p>The Council conducts an annual workforce survey which contains data relating to a wide range of subjective measures including satisfaction with the Council as an employer, knowledge of the Council's corporate goals, training and development opportunities, satisfaction with support, etc.</p>			
<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?</p> <p>This is covered in a separate section of the Strategy</p>			
<p>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:</p>			
<p><input type="checkbox"/> 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?</p> <p>The Strategy seeks to address the need for Broxtowe Borough Council employees to represent the diversity of the people they serve in terms of protected characteristics.</p>			
<p><input type="checkbox"/> Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?</p> <p>In order to address under representation in the workforce, measures are proposed to target specific minority groups.</p>			
<p><input type="checkbox"/> Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?</p> <p>The Council recognises the importance of supporting employees with neurodiverse conditions and equipping employees to service people with neurodiverse conditions. In addition, Broxtowe Council aims to improve its awareness of and response to the impact of trauma both on employees and its residents.</p>			

Broxtowe Council recognises its employees may have a range of disabilities, and is committed to supporting such employees to undertake their roles and progress in the organisation

The Council recognises that differing methods of training are required – online, face to face, interactive, and the Council varies the location of training to ensure it is provided wherever it is best for employees to access it.

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

Diversity contributes to amplifying the perspectives available to decision makers, improving the quality of decision making

Ensuring the diversity of the workforce matches the diversity of the community ensures the Council remains in step with the perspectives and needs of local communities and ensuring the Council retains the confidence of local communities.

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

Proposals to advance the transparency of data reporting in relation to ethnicity and pay and ethnicity and progression are included in the Strategy

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: continue to monitor trends in age of employees to ensure that the Council employs people of all working ages, and is not overly dependent on, for example, older workers.

Disability: continue to pursue excellence in the employment of disabled employees, in pursuance of our disability leader status.

Gender: Pursue gender pay equality and maintain gender balance in the workforce.

Gender Reassignment: continue to ensure a welcoming environment for Trans people or those undergoing gender reassignment.

Marriage and Civil Partnership: continue to ensure a welcoming environment for single, married people and those in civil partnerships. Ensure flexible employment practices for employees, especially those who have caring responsibilities.

Pregnancy and Maternity: ensure safety in the workplace for pregnant employees, and pursue family friendly policies which support Paternity as well as Maternity.

Race: Work to ensure the workforce reflects the diversity of the population we serve and that people from minority ethnic communities progress within the organisation, are not discriminated against directly or indirectly and are paid fairly and equally.

Religion and Belief: Provide a welcoming environment for people with diverse religious beliefs and freedom to express and practice their beliefs without imposing them on others.

Sexual Orientation: Ensure the Council celebrates and values its LGBTQ employees, and does not discriminate directly or indirectly against them.

Care Experience: Ensure the Council has a positive attitude to people with care experience, ensuring work experience, recruitment policies which support people with care experience, apprenticeships which are suitable for people with care experience, and support for employees with care experience, and provide support to employees who are foster parents.

Chief Executive: Authorised the EIA

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: Chief Executive