

Equality Impact Assessment Form

A copy of this form is available on the Intranet.

Screening

Name of strategy, project or policy:

Smokefree Rossendale Strategy

Officer completing assessment:

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1. What is the main purpose of the strategy, project or policy?

To set out the strategy for the implementation of Smokefree legislation in Rossendale.

2. List the main activities of the project, policy (for strategies list the main policy areas)

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| 1. To establish a capacity to ensure the effective implementation of the legislation. |
| 2. To raise the level of awareness of the legislation and its effects |
| 3. To provide support to employers and others in control of indoor public places |
| 4. To provide links to smoking cessation services |
| 5. To support the enforcement of legislation in connection with sale to underage children |
| 6. To establish an enforcement policy for implementation after the law comes into effect |
| 7. To minimize smoking waste |
| 8. To work with other local, regional and national organisations to achieve successful implementation. |

3. Who will be the main beneficiaries of the strategy, project or policy?

All employees and any residents who may enter indoor environments which are public places will benefit from Smokefree indoor environments. Businesses will benefit from the advice and assistance offered in order that they will more effectively comply with their responsibilities.

4. Use the table below to tick:

- (a) Where you think that the strategy, project or policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- (b) Where you think that the strategy, project, policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason
Gender	Women	√	√	Positive – the strategy of creating Smokefree environments will benefit all people who enter places of work or public places by protecting their health. Negative – there will be some restriction on people’s wish to smoke in places of work and public places.
	Men	√	√	As above
Race	Asian or Asian British people	√	√	Positive – restrictions on smoking in indoor environments will benefit anyone who visits those premises. Negative - there will be some restriction on people’s wish to smoke in places of work and public places. The level of smoking varies according to ethnic category so there will be some differential in the

				effect between different ethnic groups. There is also a higher level of smoking amongst poorer people and those in relatively deprived areas. Members of certain ethnic minorities are represented more in those groups and would be affected more by restrictions on their freedom to smoke indoors. There are also more likely to be different uses for tobacco by different cultures e.g. use of waterpipes which would also be banned in indoor environments.
	Black or black British people	√	√	As above
	People of mixed race	√	√	As above
	Irish people	√	√	As above
	White people	√	√	As above
	Chinese people and other minority ethnic communities not listed above	√	√	As above
Disability	Physical/learning/mental health	√	√	Positive – the creation of more Smokefree indoor environments will assist people with respiratory impairments more than the general public as tobacco smoke is especially irritant to this group. Negative – same effect as above in relation to restriction on freedom to smoke. This may be a greater problem for people with impairments in mobility as they would need to move outside premises if they wish to smoke in future.

Sexuality	Lesbians, gay men and bisexuals	√	√	Positive – as for women and men above. Negative – as for women and men above
Gender Identity	Transgender people	√	√	As above
Age	Older people (60+)	√	√	Positive – protection from the effects of tobacco smoke will reduce illness and mortality from the medical conditions associated with exposure to secondhand smoke. This will be especially beneficial to older people who may be more likely to have pre-existing medical conditions that would be exacerbated by exposure to tobacco smoke. Negative – as women and men above.
	Younger people (17-25), and children	√	√	Positive – Younger people will benefit as with women and men above as they are of working age. Children will not benefit as much but will benefit from any reduction in smoking incidence in the home as a result of reductions in smoking incidence amongst adults in the home. Reductions in availability of tobacco to underage children will help protect their health and reduce the taking up of the habit. Negative – as for women and men above.
Belief	Faith groups *	√	√	As for women and men above. Faith groups that do not use tobacco will benefit especially as the number and range of

				public premises where they can comfortably visit will increase.
Equal opportunities and/or improved relations eg Rural		√	√	Concern has been expressed that the ban will disproportionately affect rural premises. However, there has been no quantifiable evidence provided in response to government consultation. A full consultation exercise has been undertaken by the Government and the Regulatory Impact Assessment. It was considered that these measures will not disadvantage any particular group. However it is likely to be beneficial to all parts of the community.

Notes:

* Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

5 If you have indicated there is a negative impact on any group, is that impact:

Legal? YES NO

(i.e. it is not discriminatory under anti-discriminatory legislation)

Intended? YES NO

Level of impact HIGH LOW

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

- 6 a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

The legislation is designed to impose restrictions on smoking in indoor environments. This restriction cannot be minimized without encouraging non-compliance which is absolute. The overwhelming effect is positive to the majority of the population. There are no exemptions available to the legislation.

- a) Could you improve the strategy, project or policy's positive impact?

Yes

Explain how:

By making sure that everyone in the community understands their legal obligations which will mean that special efforts are made to explaining requirements in suitable languages, communities, businesses etc.

You may wish to use the action sheet at the end of Section two.

- 7 If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

The legislation will encourage more widespread use of public places by making them accessible to all by being less uncomfortable to non-smokers and smokers alike. The benefits of Smokefree indoor environments will be promoted during the implementation of the legislation.

Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

Signed:P Mepham.....

Date:3/1/2007.....

APPENDIX A

Section Two – Full Assessment

Name of strategy, project or policy:

Date:

Part a

1. Looking back at section one of the EQIA, in what areas are there concerns that the strategy, policy or project could have a negative impact?

- Gender
- Race
- Disability
- Sexuality/Transgender
- Age
- Faith

2. Summarise the likely negative impacts.

3. What previous or planned consultation on this topic/policy area/project has taken place/will take place with groups/individuals from equality target groups?

If there has already been consultation what does it indicate about negative impact of this strategy, project or policy?

Equality target groups	Summary of consultation carried out or planned
Women	
Black and minority ethnic communities	
Disabled people	
Lesbians, gay men, bisexuals or trans people	
Older people	
Young people/children	
Faith groups	

4. What consultation has taken place/or is planned with Council staff – including staff that have, or will have, direct experience of implementing the strategy/ policy/ working on the project?

5. Check that research /studies/reports concerning the equality target groups and the likely impact have been used to plan the project and guide it or indicate what research you intend to carry out.

Equality target groups	Title/type/details of report/research
Women	
Black and minority ethnic communities	
Disabled people	
Lesbians, gay men, bisexuals or trans people	
Older people	
Young people/children	

Faith groups	
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6. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues.

YES (Please list them and explain how you will obtain their views)

NO

Part b

Complete this section when consultation and research has been carried out

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made/planned to the policy, strategy or project.

b) As a result of this assessment and available evidence is it important that the Council commissions specific research on this issue or carry out monitoring/ data collection?

(You may wish to put this information directly onto the action sheet at the end of this form)

8. Will the changes planned ensure that negative impact is:

Legal?
(not discriminatory, under anti-discriminatory legislation)

Intended?

Low impact?

9. a) Have you set up a monitoring/evaluation/ review process to check the successful implementation of the strategy, project or policy?

YES NO

b) How will this monitoring/evaluation further assess the impact on the equality target groups/ensure the strategy/project/policy is non-discriminatory?

Details:

Please complete the action form below, sign the EQIA, retain a copy and send a copy of the full EQIA, including the Action Plan, to the Head of Human Resources.

Signed: *(completing officer)*

Date:

Equality Impact Assessment Action Plan

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead officer	Timescale	Resource implications	Comments