

Equality Impact Assessment Form

Name of Strategy/Policy:	Equalities Strategy	
Officer Name(s):	Liz Murphy	
Job Title & Location:	Head of Human Resources	
Department/Service Area:	Human Resources	
Telephone & E-mail Contact:	01706 252452	
Date Assessment:	Commenced: 25.6.2007	Completed: 25.6.2007

1. Impact Assessment – Policy and Target Outcomes

- a) Summarise the main aims/objectives of the strategy, policy, procedure or project (refer to “**Notes for Guidance**” for details).

Rossendale Borough Council is firmly committed to providing and promoting equality for all its employees and the wider community. This equalities strategy should ensure equality influences the way we provide services and the way we employ and develop staff. The strategy will also ensure that Members and Officers will challenge the way services are delivered thereby ensuring they meet the needs of all the residents of Rossendale. To achieve this we will endeavour to create an environment in which there is respect for every individual and recognition that no employee, potential employee or customer will be unfairly discriminated against irrespective of their gender, disability, race, sexual orientation, age, religion or belief.

- b) Is the policy under review (please tick)

New/proposed Modified/adapted * Existing

c) Who will be the main beneficiaries, targets or users of this strategy, policy, project or procedure?

- Customers/citizens of the district
- Targeted/specific groups of customers/citizens (indicate below in [d]).
- Elected Members/Councillors
- Internal colleagues/customers or other public authorities e.g. government agencies
- Community Groups/voluntary sector groups or campaign/interest groups
- Staff/employees (in their contractual position) and/or potential employees/trainees.
- Any other stakeholder e.g. trade unions, contractors, suppliers, district partners, public agencies (not directly under Council control), intermediaries representing interest groups e.g. tenants, developers, legal agencies or third parties.

Specify in box below:

The Equalities Strategy details the following Council expectations:

- To provide services which are responsive to the needs of the community, equally accessible to all and free from prejudice and discrimination
- To work actively towards eliminating all forms of unfair discrimination, both direct and indirect
- To have a workforce that represents the community that we serve
- To value diversity so that we can improve our ability to deliver better services
- To raise awareness of our commitment to equality
- To promote equality of opportunity
- To seek to influence partner organisations and contractors' commitment to equality
- To encourage participation
- To encourage individuals to report all forms of discrimination and to resolve complaints and incidents promptly.

The main beneficiaries will therefore be Employees, Customers, Residents of Rossendale.

- d) Please detail below specific equality groups – for example disabled citizens, elderly or infirm/female or non-traditional users who are seen as intended beneficiaries from this policy/strategy/project/procedure (see “**Notes for Guidance**”).

Key equality groups as intended beneficiaries (where appropriate):

All Equality Groups

- e) To assist with the assessment you may need to consider collecting the following information you require, before completing the table in Section 2:

- NATIONAL DATA eg surveys, reports, statistics, etc which point up specific areas/issues.
- LOCAL DATA eg demographics, service mapping studies & relevant research.
- MANAGEMENT INFO eg data collected for operational/financial or other purposes.
- MONITORING DATA eg information already available or collected. For example: disability type, age band, gender, location. (ref existing BVPIs).
- CONSULTATION/CONTACT DATA eg user group feedback, representations, specific consultation events etc.
- CUSTOMER COMPLAINT/FEEDBACK eg results of investigations, inquiries, elected member cases, normal complaints/compliments etc.
- Views of LSP Officers, independent externals, contractors/suppliers, partners and academia (if relevant).
- OTHER eg frontline employee feedback, other research, experiences of other agencies/local authorities, councillors mailbags/surgeries.

- f) Is further consultation, data collection or research still required?

Yes

No

*

(If yes then complete Action Plan)

Key Actions (note responsible officer(s)):

2. Impact – Evidence

- a) Using the table below please tick whether you have evidence that the policy/strategy has a negative, positive or neutral impact on any of the equality groups listed below

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
Gender	Women	Yes			
	Men	Yes			
Race (Ethnicity or Nationality)	Asian or Asian British people	Yes			
	Black or black British people	Yes			
	Chinese or other ethnic people	Yes			
	Irish people	Yes			
	White people	Yes			
	Chinese people	Yes			
	Other minority communities not listed above e.g. traveller/European (please state below):	Yes			

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason	Neutral Impact (Neither)
Disability	Physical/learning/mental health	Yes			
Sexuality	Lesbians, gay men and bisexuals	Yes			
Gender Identity	Transgender people	Yes			
Age	Older people (60+)	Yes			
	Younger people (17-25), and children	Yes			
Belief	Faith groups *	Yes			
Other Groups (e.g. carers, rural isolation)		Yes			
Equal opportunities and/or improving relations	Note impact on group relations <u>between</u> and any effects on social cohesion.	Yes			

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.

- b) If the table above is not fully completed, what further information does the Assessor need?

- c) Based on a summary of the evidence obtained, are there specific equality groups more affected than others by this policy/project etc area? If so indicate briefly below.

No

3. Impact – Nature/Type

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

YES NO *

If "Yes", briefly summarise below how the positive impact could be improved upon.

Key Actions:

- b) If you indicated that there is neutral impact, could this be changed to become positive?

YES NO

If yes, briefly summarise below how this impact could be minimised or removed:

Key Actions:

- c) You need to think about how you can mitigate any adverse or negative impact or use the policy to promote a positive impact. If the proposed policy or project has a:

High Impact – you have identified that the policy or project will have a high, negative impact i.e. that it may be or is unlawfully discriminating against some groups, you will have to take immediate action to mitigate this.

Or:

Lower Impact – if you have identified that the policy would have a negative or adverse impact (that may not be lawful) you will also need to consider what changes you could make to remove this impact.

If you have identified adverse impact you must determine whether you will recommend that the Council should:

- Change the policy, stating what the changes should be
- Revise the policy, stating the revisions
- Consult further if you feel that you do not have enough information

Actions arising from the impact assessment should form part of the Service Planning Process.

Key Actions:

4. Impact Assessment - Summary

a) Key Findings

Please list the major outcomes/results/findings of this assessment in relation to equality which require action by the Council:

Key Findings:

No further action required

b) "Public Duty" Issues

Refer to "**Notes for Guidance**". Given the three strands of legal duty, please identify which particular issues are essential for the Council to address:

5. Impact Assessment – Further Action

a) As a result of collecting evidence (including consultation) have any changes been made, or are planned, to this policy, strategy, procedure or project?

Yes No

(If yes then complete Action Plan)

Key Actions (note responsible officer(s) or political body as required):

b) Has a monitoring/evaluation/review process been set up to check the successful implementation of the policy/strategy including improved outcomes?

Yes No

If yes, briefly summarise below:

The Equalities Strategy is reviewed every 3 years or in light of changing legislation

- c) Please briefly describe how the above monitoring/evaluation will ensure the policy/strategy will be reviewed/monitored for impact (indicate timescale):

As above

Please complete the Action Plan overleaf

- d) If no further action is to be taken as a result of this assessment:

1. Are you convinced that no discriminatory action is evident in the implementation of this policy, procedure, etc?

Yes * No

2. Have you weighed up and considered any negative impact and the options to change, alter or adapt?

Yes * No

3. Do you intend/recommend a further review? If yes, indicate timescale.

Yes No * (Timescale:.....)

IMPACT ASSESSMENT ACTION PLAN

Please list below any recommendations for action that you plan to take as a result of this impact assessment (refer to Sections 3 & 4).

Issue	Action required	Lead officer	Timescale	Resource implications	Comments

Equality Impact Assessment

Checklist & Signature Sheet

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Please check the following steps have been completed before signing below:

- Sections 1 to 4 completed Yes
- Action Plan completed Not applicable
- Notified all relevant Officers/Service Areas/Partners

Signed:

Job Title: Head of HR Department: HR

Date commenced Assessment: ...25/6/2007 Date completed:
...26/6/2007.....

Date received in HR 26/6/2007:.....

Received in HR by: Liz Murphy

Please sign the EQIA as indicated above, retain a copy and send a copy of the full EQIA, including the Action Plan, to:

Liz Murphy
Head of Human Resources
Kingfisher Business Centre, Futures Park
Bacup
OL13 OBB
lizmurphy@rossendalebc.gov.uk

MANAGEMENT ACTION REQUIRED (to be completed by the Head of HR)

- Referred back to Assessor for amendment(date)
- Refer to Committee (specify committee & date)
- Considered by Corporate Equalities Implementation Group..... (date)
- Published/made publicly available on (date)

Signed:..... (Head of HR) Date:.....

Date of Review:.....