

**INITIAL EQUALITY IMPACT ASSESSMENT**

<b>Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)</b>	RBC Members Social Media, Email & Internet Acceptable Use, Mobile Phone Policy.	
<b>Lead Officer Name(s) &amp; Job Title(s) :</b>	Andrew Buckle – Head of Customer Service & ICT	
<b>Department/Service Area:</b>		
<b>Telephone &amp; E-mail Contact:</b>	andrewbuckle@rossendalebc.gov.uk	
<b>Date Assessment:</b>	<b>Commenced:</b> 14 <sup>th</sup> February 2019	<b>Completed:</b> 18 <sup>th</sup> February 2019

**We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.**

**1. Overview**

<b>The main aims/objectives of this policy<sup>1</sup> are:</b>
The RBC Members Social Media, Email & Internet Acceptable Use, Mobile Phone Policies are required to comply with the General Data Protection Regulation (GDPR) EU 2016/679 and Data Protection Act.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

**INTERNAL ONLY**

**MANAGEMENT ACTION REQUIRED (to be completed by the relevant Head of Service following review by Management Team / Programme Board)**

- Outcome of EIA agreed/approved by Management Team / Programme Board:  
Yes  No
- Is a full EIA required Yes  No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: Rossendale BC Website (date) TBC

Signed: Andrew Buckle  
TBC

(Head of Service / Director) Date:

Date of Review<sup>2</sup>: February 2021 – to coincide with the review of the policy.

<sup>1</sup> Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

<sup>2</sup> This date will be set on an annual basis as default for review unless otherwise specified by you.

<b>Responsible Section/Team</b>		<b>Version</b>	
<b>Responsible Author</b>		<b>Due for review</b>	
<b>Date last amended</b>		<b>Page 1 of 3</b>	

## 2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	Whilst older people could be priority need due to vulnerabilities caused by their age, and therefore the Council would be more likely to have a duty to assist with temporary accommodation, this is not changed by the policy.	<input checked="" type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	When considering location, where there is a choice, preference may be given to certain households with children and young people for an in borough placement.	<input checked="" type="checkbox"/>
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	People with disabilities or conditions may be prioritised for temporary accommodation placements closer specialist education or support,	<input checked="" type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort.	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort.	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to population as a whole.	<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive	<input checked="" type="checkbox"/>

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 2 of 3	

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				or negative impact to people of any ethnicity or nationality compared to the population as a whole.	
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
<b>Belief or Religion</b>		<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any belief or religion compared to the population as a whole.	<input checked="" type="checkbox"/>
<b>Sex</b>	Women	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort.	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort.	<input checked="" type="checkbox"/>
<b>Sexual Orientation</b>	Gay men, gay women / lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort.	<input checked="" type="checkbox"/>
<b>Marriage and Civil Partnership</b> (employment only)		<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort.	<input checked="" type="checkbox"/>
<b>Contribution to equality of opportunity</b>		<input type="checkbox"/>	<input type="checkbox"/>	Positive impact by assisting everyone into suitable accommodation that meets their needs.	<input checked="" type="checkbox"/>
<b>Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)</b>		<input type="checkbox"/>	<input type="checkbox"/>	No impact expected.	<input checked="" type="checkbox"/>
Human Rights <a href="http://intranet/site/scripts/documents_info.php?categoryID=86&amp;documentID=251">http://intranet/site/scripts/documents_info.php?categoryID=86&amp;documentID=251</a>		<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>

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<b>Date last amended</b>		<b>Page 3 of 3</b>	