

Equality Impact Assessment Form

Before completing this form, please refer to [the supporting guidance document](#)

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have “due regard” of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

Once the EIA has been approved by the Senior Responsible Officer, please ensure that a copy is placed on the SharePoint folder: “Equalities Board, EIAs”

1- Policy details	
Name of policy	Equality, Diversity and Inclusion Strategy 2024-28
Department and service	Chief Executives
Who has been involved in completing the Equality Impact Assessment?	Joshua Mawere, Leon Charikar
Contact numbers	+441163051336 +441163059283
Date of completion	21/08/2024

2- Objectives and background of policy or practice change

Use this section to describe the policy or practice change

What is the purpose, expected outcomes and rationale?

Include the background information and context

What is the proposal?

Leicestershire County Council operates within a legal framework, including the Equality Act 2010 and the Human Rights Act 1998, which mandate the council to uphold and champion equality, diversity and inclusion. The council recognises the diverse composition of its communities, including individuals with various protected characteristics and aims to address the unique needs and challenges they may face. The purpose of the EDI Strategy 2024-2028 is to provide a comprehensive framework that guides LCC in promoting equality, challenging discrimination and fostering inclusivity. The strategy aims to create a positive impact on the well-being of communities by ensuring fairness, dignity and equal opportunities for every individual, regardless of their background.

What change and impact is intended by the proposal?

Expected Outcomes:

Inclusive Workforce Culture: The strategy aims to cultivate a resilient and adaptable work environment that values diversity at every level, contributing to a workforce that reflects the diversity of the communities served.

Visible Leadership Commitment: By setting specific targets and integrating EDI principles into leadership development programs, the strategy aims to ensure that EDI is a shared commitment across all levels of the organisation.

	<p>Equity in Service Delivery: Through the implementation of policies and practices that ensure equity in service delivery, the strategy seeks to cut disparities and foster inclusivity in supplying services to all residents.</p> <p>Robust Data-Driven Decision Making: The strategy promotes a culture of evidence and data-driven decision-making, using comprehensive data sets to inform strategies, measure progress and identify areas for improvement in promoting equality.</p> <p>Positive Community Engagement: By aligning community engagement efforts with data on diverse characteristics, the strategy aims to strengthen ties with diverse community groups, ensuring that LCC's initiatives are informed by the unique needs and perspectives of various communities.</p> <p>Positive Commercial Arrangements: LCC's commitment to positive commercial arrangements seeks to influence local businesses by requiring EDI commitments from suppliers, encouraging them to adopt EDI best practices.</p> <p>Accreditations and Recognitions: Pursuing accreditations such as Stonewall Workplace Equality Index, Disability Confident, Race at Work Charter and others demonstrates LCC's commitment to external standards and benchmarks, guiding continuous improvement.</p>
<p>What is the rationale for this proposal?</p>	<p>The rationale behind this policy and practice change is rooted in the principles of fairness, equality and the recognition of diversity as a strength. LCC acknowledges its legal obligations, the national context of disparities and the local challenges faced by various communities. The EDI Strategy serves as a proactive approach to address these challenges, fostering a culture of inclusivity within the organisation and positively</p>

impacting the broader community. The outlined objectives and actions are designed to create tangible outcomes and promote continuous improvement in the pursuit of a fairer and more inclusive Leicestershire.

3- Evidence gathered on equality implications - Data and engagement

What evidence about potential equality impacts is already available?

This could come from research, service analysis, questionnaires, and engagement with protected characteristics groups

What equalities information or data has been gathered so far?

Census Data for 2021, Results of residence survey for 2023, Regular Staff Survey from 2021-2023, Consultations with local organisations, Have Your Say Survey.

What does it show?

Census shows change in population, increasing numbers of elderly people and ethnic minorities in Leicestershire. It also records information on sexual orientation and disabilities. Residence survey showed that 92.9% of the local people agreed that people from different backgrounds get on well in Leicestershire. 81.8% of people agreed that LCC treats all types of people fairly. A total of 201 responses were received for the 'Have Your Say' survey. The surveys also showed that Leicestershire is a diverse county and majority of participants were in support of the Councils EDI initiatives.

What engagement has been undertaken so far?

Prior to the launch of the strategy, engagement was carried out with internal groups, People Services and learning development. A workshop was held to discuss the strategy and a presentation on the strategy was delivered to the Leicestershire Equality Challenges Group. During the consultation specific engagement took place with local organisations representing protected characteristics. Online webinars and Big Conversations on equalities have also been conducted.

<p>What does it show?</p>	<p>It shows support for strategy based on internal and external pillars and the need to engage and consult with wider range of communities using variety of methods.</p>

4- Benefits, concerns and mitigating action

Please specify if any individuals or community groups who identify with any of the [‘protected characteristics’](#) may *potentially* be affected by the policy and describe any benefits and concerns including any barriers. Use this section to demonstrate how risks would be mitigated for each affected group. If a group will not be affected by the proposal please state so.

<p>Group</p>	<p>What are the benefits of the proposal for those from the following groups?</p>	<p>What are the concerns identified and how will these affect those from the following groups?</p>	<p>How will the known concerns be mitigated?</p>
<p>Age</p>	<p>The strategy promotes an inclusive environment for individuals of all ages. Visible leadership commitment ensures representation and consideration for all age groups.</p>	<p>Concern that specific age groups such as young adults or elders may be marginalised</p>	<p>Establish engagement with organisations representing these age groups.</p>
<p>Disability</p>	<p>The strategy recognises the range of physical, sensory, neurological, long-term conditions and hidden disabilities people might face and promotes an</p>	<p>Ensure there is genuine engagement to listen, understand and respond to the concerns of disabled staff and service users. Ensure that schemes</p>	<p>Regular engagement with disabled workers group and with community groups of people with disabilities.</p>

	inclusive approach. It promotes disclosure and sharing of experiences, data collection and analysis to remove barriers.	such as “Disability Confident” are not just a tick-box exercise but lead to improvements.	Robust approach to learning through accreditation and external validation processes.
Race	The strategy recognises the growing ethnic diversity of the population in Leicestershire, including significant representation from various ethnic backgrounds. Accreditations and recognitions, such as the Race at Work Charter, demonstrate a commitment to race equality	Promoting an inclusive workforce and service culture where issues of racism are responded to clearly and swiftly. Concern that the voices of different ethnic minority communities and staff are heard.	Ensuring that a “zero-tolerance” approach is clearly communicated and enacted. Engagement with the staff network and community groups.
Sex	The strategy emphasises equality and inclusion for both sexes. Inclusive People Services policies contribute to gender equality in the workforce	Significant differences in gender balances across departmental workforces	Ensure that departments set their own objectives and targets relating to workforce gender profile
Gender Reassignment	The strategy supports individuals undergoing or considering a change in gender identity. The Council has produced specific policies around supporting trans and non-binary service users and staff.	Concern that there is politicised national debate on these issues and that the Council maintains a inclusive approach within the confines of the law.	Ensure that policies related to trans and non-binary issues are kept up-to-date to reflect legal judgements and best practice.
Marriage and Civil Partnership	Protection against discrimination based on marital status is highlighted as a protected characteristic within the strategy.	No specific concerns	

Sexual Orientation	The strategy recognises Leicestershire as home to a diverse range of sexual orientations. It encourages greater disclosure, sharing of personal experience and data analysis to identify trends in workforce and service delivery.	Concern that association with external campaigning organisations may impact on the reputation of the Council or distract from core work to promote inclusivity and tackle prejudice	Engage with the staff network and with local organisations that promote LGBTQ+ inclusivity. Ensure that involvement in external membership schemes is kept under review.
Pregnancy and Maternity	Protection against any form of discrimination is emphasised. The strategy acknowledges the importance of a supportive environment that is fair and accessible to all people.	No specific concerns	
Religion or Belief	Protection against discrimination based on religious beliefs is acknowledged. The strategy recognises Leicestershire's diverse and changing religious landscape.	Concern that national or international events may impact on community relations between faith groups	Establish channels for engagement with faith representatives and with staff groups. Encourage a culture of learning and acceptance of different faith perspectives.
Armed Forces (including veterans)	The strategy acknowledges this specific group and recognises their unique challenges. The Council has signed the Armed Forces Covenant.	No specific concerns	
People with lived care experience	The strategy acknowledges this specific group and recognises their unique	No Specific concerns	Develop an action plan to address implement the decision to treat

	challenges. The Strategy specifically highlights the Council decision to treat people with lived care experience as if they were a protected characteristic.		those with lived care experience as if it were a protected characteristic.
Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	The strategy acknowledges these specific groups and recognises their unique challenges. Community engagement and partnerships aim to address the needs of these communities.	Concern that issues of socio-economic inequalities should also be addressed	The strategy will encourage wider engaging a broad range of communities. Socio-economic status has not been enacted as a protected characteristic within the Equality Act.

5- Action Plan			
Produce a framework to outline how identified risks/concerns identified in section 4 will be mitigated.			
What action is planned?	Who is responsible for the action?	Timescale	Expected outcome
Work on engagement with community groups and staff groups to ensure diverse voices and experiences are heard and used to implement the strategy	Policy Team Corporate HR	2024-2028	The voice and experience of communities and staff is a key driver for the implementation of the strategy.
Ensure all policies and guidance relating to EDI service delivery and workforce issues are kept up-to-date in line with legislation and best practice	Policy Team Corporate HR	2024-28	Policy and guidance documents are up-to-date and in line with legislation and best practice.