

Equality Impact Assessment (EIA) Report

Appendix D

For further information on undertaking and completing an Equality Impact Assessment, please see the [guidance](#).

Name of policy/ procedure/ function/ service being assessed:	Equality Strategy 2013-2016
Department and Section:	Policy and Partnerships Team, Chief Executives
Name of lead officer and others completing this assessment:	Suzanne Kinder
Contact telephone numbers:	0116 305 5692
Date EIA assessment completed:	March 2013

Step 1: Defining the policy/ procedure/ function/ service

Using the information gathered within the Equality Questionnaire, you should begin this full EIA by defining and outlining its scope. The EIA should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in the Equality, Diversity and Human Rights Strategy of Leicestershire County Council.

What are the main aims, purpose and objectives of the policy/ procedure/ function/ service? How will they be achieved?

The Equality Strategy 2013-2016 sets out how the Council will fulfil its commitment to equality, diversity, community cohesion and human rights. The aim of the policy is to show how the Council is embedding, and is continuing to work towards achieving real equality and promoting diversity, community cohesion and human rights.

The Strategy fully sets out the Council's commitment to:

- 1) Providing fair and inclusive services and employment opportunities for everyone in Leicestershire
- 2) Developing and embedding Leicestershire County Council's ten Priority Equality Objectives
- 3) Having due regard to each of the nine 'protected characteristics' and promoting and embedding them in everything that we do
- 4) Eliminating unlawful discrimination; advancing equality of opportunity and fostering good relations between individuals and community groups
- 5) Promoting and celebrating diversity
- 6) Promoting community cohesion
- 7) Promoting human rights
- 8) Meeting its legislative requirements and achieving the highest level of the Equality Framework for Local Government (EFLG)

The Strategy is the Council's key strategic document, driving equality, diversity, community cohesion and human rights priorities across Leicestershire.

What are the main activities relating to this policy/ procedure/ function/ service and distinguish who is likely to benefit from these activities.

The Strategy includes a number of equality, diversity, community cohesion and human rights objectives to achieve positive outcomes in both service design and delivery and in employment, for everyone in Leicestershire. It particularly focuses on Leicestershire County Council's ten Priority Equality Objectives and each of the nine protected characteristics, therefore a wide range of people will benefit from the positive outcomes achieved through this Strategy with the main beneficiaries being the citizens of Leicestershire, County Council employees and partners across other organisations.

What outcomes are expected?

The Strategy identifies real and achievable objectives for the Council which will enable it to fulfil its commitment to equality, diversity, community cohesion and human rights. By achieving the objectives set out in the Strategy the Council will achieve positive outcomes for individuals and communities, in service design, delivery and employment.

The Strategy specifically relates to the Equality Act 2010, the Public Sector Equality Duty, the Human Rights Act 1998 and the Equality Framework for Local Government (EFLG). This is to firstly ensure the Council meets its legislative duties and secondly, to enable the Council to further address issues that were raised through the EFLG peer review process which took place in March 2011. Ultimately the Strategy will ensure that existing practice is strengthened and further developed.

Step 2: Potential Impact

Use the table below to specify if any service users or staff who identify with any of the 'protected characteristics' below will be affected by the policy/ procedure/ service you are proposing (indicate all that apply) and describe why and what barriers these individuals or groups may face.

Who is affected and what barriers may these individuals or groups face?

Age	The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of age, particularly relating to the three general duties of the Equality Act 2010.
Disability	The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of Disability, particularly relating to the three general duties of the Equality Act 2010.
Gender Reassignment	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of gender reassignment particularly relating to the three general duties of the Equality Act 2010.</p> <p>A potential barrier here is access to, and availability of relevant information. There is little local information on gender reassignment as the Council, and many other organisations, do not have a range of equality monitoring information to support this group.</p>

Marriage and Civil Partnership	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of marriage and civil partnership particularly relating to the three general duties of the Equality Act 2010.</p> <p>As a new protected characteristic, the Strategy primarily focuses on embedding recognition of marriage and civil partnership and promoting this in all aspects of the Council's equality and diversity work. Therefore, this is likely to have a positive impact on individuals and communities with regards to this protected characteristic.</p>
Pregnancy and Maternity	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of pregnancy and maternity particularly relating to the three general duties of the Equality Act 2010.</p>
Race	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of race, particularly relating to the three general duties of the Equality Act 2010.</p>
Religion or Belief	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of religion or belief, particularly relating to the three general duties of the Equality Act 2010.</p>
Sex	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of sex, particularly relating to the three general duties of the Equality Act 2010.</p>
Sexual Orientation	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights is likely to have a positive impact on individuals and communities with regards to the protected characteristic of sexual orientation, particularly relating to the three general duties of the Equality Act 2010.</p> <p>A potential barrier here is access to, and availability of relevant information. There is little local information on sexual orientation as the Council, and many other organisations, do not have a range of equality monitoring information to support this group.</p>
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights covers a variety of other groups such as; rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities and the specific actions are likely to have a positive impact on individuals and communities.</p>
Community Cohesion	<p>The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights also focus on community cohesion and fostering good community relations. Therefore, there is likely to be a positive impact on individuals and communities with regards to community cohesion.</p>

Step 3: Data Collection & Evidence

In relation to your related findings in 'Step Two' are your presumptions on these barriers based on any existing research, data evidence or other information?

What evidence, research, data and other information do you have which will be relevant to this EIA?

What does this information / data tell you about each of the diverse groups?

Gained relevant evidence and research from:

- National and local research/ statistics
- National guidance on the Equality Act 2010 & the associated Public Sector Duties
- National guidance on the Human Rights Act 1998
- Equality & Human Rights Commission research and website
- Research from charities and community organisations on the 'protected characteristics'
- Leicestershire Working Together Group
- LCC Workers Groups

Both from national and local data, there is little local information on sexual orientation & gender reassignment. This may potentially create barriers for individual and the LGBT community as the Council, and many other organisations, do not have a range of equality monitoring information to support this group.

What further research, data or evidence may be required to fill any gaps in your understanding of the potential or known affects of the policy?

Have you considered carrying out new data or research?

No further research is specifically required. However, ongoing evaluation of the Strategy will take place and specific work with groups and individuals from each of the 'protected characteristics' will continue to support the direction of the Strategy. This in turn may require further research to be developed.

Step 4: Consultation and Involvement

When considering how you to consult and involve people as part of the proposed policy/ procedure/ function/ service, it is important to think about the service users and staff who may be affected as part of the proposal.

Have you consulted on this policy/ procedure/ function or service?

Outline any consultation and the outcomes of the consultation in relation to this EIA.

Consultation on the Strategy was carried out via a number of mechanisms including electronically via the LCC webpage, at stakeholder events, partner meetings and staff forums.

Key to the development of the Strategy was consultation with, and the engagement and involvement of various equality groups. Working groups of a wide range of stakeholders, including members of the Council's employee groups and representatives of local voluntary and community organisations, were established. These included representatives from organisations supporting all of the 'protected characteristics'. These working groups played a fundamental role in the production of this Strategy and the identified priorities.

Consultation on the Draft Strategy will be carried out via a number of mechanisms including electronically, at stakeholder events, partner meetings and staff forums. Development of the consultation and the Strategy is overseen by the Equalities Board.

We have consulted with and will continue to engage specifically with diverse groups who have in the past felt 'under-represented' and/ or that have specific requirements or needs in relation to the delivery of this Strategy.

Responses generated through consultation were taken on board and incorporated into the final version of the Strategy.

Do any of the barriers you identified *actually* exist based on this consultation?

There is little local information on sexual orientation and gender reassignment as the Council, and many other organisations do not have a range of equality monitoring information to support this group. However, based on the consultation we have undertaken no actual barriers or potential adverse impacts have been identified as the Strategy itself aims to achieve equality and promote diversity, community cohesion and human rights for each of the nine 'protected characteristics'.

Step 5: Mitigating and assessing the impact

In relation to any research, data, consultation and information you have reviewed and/or carried out as part of this EIA, it is now essential to assess the impact of the policy/ procedure/ function/ service and distinguish whether a particular group could be affected differently in either a negative or positive way?

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.

The Strategy is likely to have a positive impact on individuals and communities with regards to all of the protected characteristics, particularly relating to the three general duties of the Equality Act 2010.

N.B.

a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

b) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

What can be done to change the policy/ procedure/ function/ service to mitigate any adverse impact?

Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs that you have identified can be addressed.

The Strategy is aimed at achieving fairer employment practices and more appropriate and accessible service design and delivery. However, it is recognised that positive outcomes are dependent upon the Strategy's effective implementation.

One of the main barriers to the effective implementation of the Strategy is cultural, behavioural and attitudinal. A range of training for employees and Elected Members and the provision of employment positive action measures are two ways of tackling this. Additionally, the promotion of positive messages and raising the profile of equalities and diversity across the authority, which are both identified as key areas for development in the Strategy, will also address this.

In terms of accessibility of the Strategy itself, it aims to be inclusive in the way it is accessed by the community and copies will be available, upon request, in Braille, large print and on tape. There will also be language interpretation, if needed, again upon request.

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity and human rights.

It is our opinion that the Strategy will comply with Leicestershire County Council's responsibilities. It will further promote equal opportunities and achieve positive outcomes with the main beneficiaries being the citizens of Leicestershire, County Council employees and partners across other organisations.

Step 7: Monitoring, evaluation & review of your policy/ procedure/service change

How will you monitor the impact and effectiveness of the new policy/ procedure/ service change and what monitoring systems will you put in place to monitor this and to promote equality of opportunity and make positive improvements?

Progress against the Strategy will continually be monitored by the Policy & Partnerships Team and a report on the progress towards achieving the aims, objectives and targets within the Strategy will be produced annually. This will be reported to the Equalities Board, Cabinet and the relevant scrutiny body on an annual basis for monitoring and evaluation.

In terms of external scrutiny of the Strategy, the Leicestershire Working Together Group will monitor the Council's progress towards achieving equality and promoting diversity, community cohesion and human rights for each of the nine 'protected characteristics'.

In addition to this, equality and diversity forms a key part of the Council's Performance Management Framework and this will be used to also monitor progress against the Strategy.

How will the recommendations of this assessment be built into wider planning and review processes?

e.g. policy reviews, annual plans and use of performance management systems.

The recommendations of this assessment will be built into the Strategy to ensure positive outcomes are achieved. New projects which will be developed as part of this Strategy will be developed in line with priorities outlined in this EIA and the annual reporting process will also take this into consideration.

Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when
Work towards achieving positive outcomes for all 'protected characteristics'	Revise the Council's Single Equality Action Plan	Equality Action Plan developed	Suzanne Kinder/ Julian Harrison	November 2013
Continue to ensure that monitoring of the Strategy is carried out on an annual basis and allows for monitoring of as many of the equality areas as is possible	Use the Equalities Board as a mechanism for monitoring and evaluating the Strategy on an annual basis	Complete an annual review and publish findings in a report	Suzanne Kinder/ Julian Harrison	November 2014

1st Authorised Signature (EIA Lead):

Date:

2nd Authorised Signature (Member of DMT):

Date:

Once completed, please send a copy of this form to the Departmental Equalities Group for quality assurance. Once authorised, this Equality Impact Assessment (EIA) Report will need to be published on our website. Please send a copy of this form to the Members Secretariat in the Chief Executives Department to louisa.jordan@leics.gov.uk.

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