

Equality Impact Assessment (EIA)

Policy/activity or service area to be assessed:	Equality, Diversity & Inclusion Policy Job No: 264	Person completing assessment:	Diane Dunlevey
Reason for this assessment: <i>(new policy / review etc)</i>	Review of Equality in Service Delivery MANBRIG:01-06	14-03-2023	14-03-2023

A PIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	The Service is committed to establishing a culture, aligned with the Core Code of Ethics, which will ensure that we are operating in a culture whereby we put our communities and our people at the heart of what we do. We seek to do this with integrity, dignity and respect with clear accountable leadership with demonstrable tangible qualities for and of the Service. The Service is committed to ensuring that access to its services is free from any prejudice, discrimination or physical barrier. Consequently, all policies, procedures, practices and premises relating to delivery of those services and in employment will take be due regard to these commitments with identified and measureable outcomes.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	Staff, Service users Partner

1. For ‘policy’: any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Sonia Mills/ Equality and Diversity/Diane Dunlevey
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Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

Eliminating any unlawful discrimination

The Policy sets out the commitments and practices, with integrated (policy's), to assure the Service will put in place consideration, monitoring and action should discrimination occur. This will ensure the Service is aware of its occurrence and has measures in place to address and rectify it

Advancing equality of opportunity

The monitoring requirements, by performance monitoring, manager support and training as set out in the Policy will ensure the Service is advancing equality of opportunity and is able to demonstrate it by outcomes.

Fostering good relations between different groups

An aspect of the Policy is in the implementation plan will be contained within the supporting People Strategy. Equally the policy supports the objectives of positive action, community engagement and staff engagement which are underpinned by the principles of fostering good relations both with partners, staff and community users and advocates.

As such the possibility of negative impacts as scheduled below should not occur. However the policy will be scrutinised and reviewed and as a living document if any occurrence, suspicion or actuality of a person or group challenging the policy or a complaint or disproportionately in staff or community profile and experience this EIA will capture that and seek to rectify it appropriately.

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *

Age	
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Disability	
Gender reassignment	
Marriage or civil partnership	
Pregnancy or maternity	
Religion or belief	
Race	
Sex	
Sexual orientation	
Socio-economic disadvantage ²	

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)
- (c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

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This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
Monitoring and Measures to be put in place to ensure appropriate monitoring of the Policy implementation.	Inclusion of measures and outcomes the Equality, Diversity and Inclusion Plan based on the NFCC EDI Maturity Model	Diane Dunlevey and Sonia Mills	Following the launch of the Peoples Strategy, The EDI Maturity model will be reported on at the appropriate Boards (eg WIC, Workforce Planning, Risk Management, P&P and Response. This will be captured on the Performance Reporting dash board will be communicated and monitored to support	Review 3 year circle

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