

Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision making body

Section 1: Identifying details

Your function, service area and team: Community Safety - Communities

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Modern Slavery Transparency Statement and Modern Slavery & Human Trafficking Policy

Officer completing the EqIA: Caroline Wiggins Tel: Extn. 4122 Email: cwiggins@eppingforestdc.gov.uk

Date of completing the assessment:

Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project? New</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>The Modern Slavery Transparency Statement sets out the Council's commitment to identify, address and prevent slavery and exploitation within its work and that of contractors that it commissions. It also provides guidance on how the Council will safeguard potential victims of modern slavery and how it will work in partnership with other local statutory organisations, to help address and prevent slavery and exploitation.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>The introduction of this statement and policy is a positive step in raising awareness of Modern Slavery and working towards eradication of this type of abuse.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>The policy relates to people of all ages including service users, employees and the wider community</p> <p>Will the policy or decision influence how organisations operate?</p> <p>This Statement sets out the Council's commitment to identify, address and prevent slavery and exploitation within its work and that of contractors that it commissions.</p>

2.4	Will the policy or decision involve substantial changes in resources? No
2.5	Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? This policy relates to the Council's Safeguarding Policy, Strategy and Action Plan and other key policies such as Child Sexual Exploitation.

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? It is a legal requirement to publish a Modern Slavery statement and there are no negative impacts on people with protected characteristics arising from this duty.
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? We are aware that Modern Slavery and Human Trafficking are prevalent across the Country but it is often disguised and hidden. Therefore, we only become aware of these issues in EFD, through intelligence provided by the public or local police. The Council's work with the police is to help prevent cases of Modern Slavery and to protect people who are subjected to it.
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: Whilst we have identified the risk of finding victims in our own workforce as being low, the intention of publishing the statement and policy is to raise awareness among our employees of instances where they may encounter people who are victims of trafficking or slavery in the course of their professional capacity

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Positive – There are victims of trafficking or slavery irrespective of any protective characteristic they may share and therefore the Transparency Statement and Policy would have a potentially positive impact across society as a whole.	
Disability	Positive	
Gender	Positive	
Gender reassignment	Positive	
Marriage/civil partnership	Positive	
Pregnancy/maternity	Positive	
Race	Positive	
Religion/belief	Positive	
Sexual orientation	Positive	

Section 5: Conclusion			
		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Section 6: Action plan to address and monitor adverse impacts		
What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: Alan Hall

Date: 21.08.2017

Signature of person completing the EqIA: Julie Chandler

Date: 17.08.2017