

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: Transformation, Office of the Chief Executive

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: Not applicable

Title of policy or decision: Equality Objectives 2018-22 Action Plan

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Date of completing the assessment: 07/03/2018

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?</p> <p>New Equality Objectives 2018-22</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>The purpose of setting objectives is to strengthen performance against the requirements of the Equality Duty and to focus attention on the priority equality issues within the Council.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>The equality objectives will enable the Council to achieve the outcomes of its plans and at the same time will be able to deliver against its public Sector equality duties.</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>Yes – all of the above</p> <p>Will the policy or decision influence how organisations operate?</p> <p>Yes at the strategic level.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate objectives?</p>

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?

Epping Forest district population(ONS data for Epping):

60,440 – 48.5% male

64,219 – 51.5% female

District's population (race) (ONS data for Epping)::

89.2% White

3.3% Asian

1.8% Black

5.7% Others, including Mixed

Essex Residents' Tracker Survey 2015: 70% of people agree that people from different backgrounds get along well together.

Religion/belief (ONS data for Epping):

61.8% Christian

3.2% Jewish

0.3% Buddhist

1.9% Muslim

0.3% Other religion

22.5% No religion

1.4% Hindu

1% Sikh

7.6% Do not wish to disclose

2011 ONS EFDC Area Age Structure:

1. 45-59 yrs – 21% (26169)

2. 30-44 yrs – 20.5 (25542)

3. 65-74 yrs – 9.2% (11464)

4. 60-64 yrs – 6.7% (8295)

5. 75-84 yrs - 6.2% (7743)

6. 0-4 yrs – 5.9% (7366)

7. 0-14 yrs – 5.8% (7235)

Sexual orientation:

The Government Equality Office estimates there are 1.5 million LGBT

	<p>(Lesbian, Gay, Bisexual and Transgender) people in the UK</p> <p>Hate crime: data does not indicate that sexual orientation is a focus for hate crime in the district (the Government Equality Office GEO).</p> <p>Every person has one or more of the protected characteristics, so the Equality Act protects everyone against unfair treatment.</p> <p>The Equality objectives are a specific duty created by the Equality Act - each objective has been developed with the three core obligations of the PSED in mind.</p>
3.2	<p>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?</p> <p>Staff and Community survey was conducted:</p> <ul style="list-style-type: none"> • 126 responses from staff • 8 responses from community <p>A number of local residents were spoken to at community days, mainly elderly and young parents. Their responses were the same as the online responses; they didn't have any complaints or feel discriminated against.</p>
3.3	<p>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:</p> <p>N/A</p>

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	<p>The Plan does not directly focus on an aging population of the district. However, the objectives will enable the organisation to achieve the outcomes of its plans and at the same time will be able to deliver against its public Sector equality duties.</p> <p>Training provided for all employee age groups as required which benefits older workers who can be overlooked.</p>	L
Disability	Mental health – need to support	

	<p>management who have staff with mental health issues has been identified.</p> <p>Mindful Employer accreditation will help the Council to be aware of mental health throughout its services and employment and recruitment. Stigma can be associated with mental health and work to increase understanding and acceptance will help to improve social cohesion between people with mental health and others.</p> <p>Previous equality objectives (2012-2016) focussed on disability and this is well understood amongst staff, and training material includes examples relating to disability.</p>	
Gender	Continuation with Springboard Programme for female employees	L
Gender reassignment	No direct initiatives however this group do not usually respond well to a direct focus, and work to improve the general understanding of equality and acceptance of others is the best approach to improving relations between this group and others in the community.	L
Marriage/civil partnership	None identified	L
Pregnancy/maternity	No direct initiatives however all work to increase understanding and acceptance will underpin good social cohesion in the district.	L
Race	Helping people whose first language is not English, to access our services will help them to more easily take part in the community, will underpin good social cohesion in the district.	L
Religion/belief	No specific actions which will bring benefits relating to religion and belief, however work to progress general understanding and acceptance will help to develop attitudes conducive to improvements in opportunities for people of different religions or beliefs.	L
Sexual orientation	The Government Equality Office estimates there are 1.5 million LGBT	

	(Lesbian, Gay, Bisexual and Transgender) people in the UK. Insufficient data available about the sexual orientation of the residents of the district.	
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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:

Date:

Signature of person completing the EqIA: Monika Chwiedz

Date: 07/03/2018

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.