

# 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: Communities

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Corporate Enforcement Policy

Officer completing the EqlA: Tel: 4146 Email: rray@eppingforestdc.gov.uk

Date of completing the assessment: 19/7/2018

## 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>Change to existing.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>The policy outlines the general principles of enforcement that the council will follow and apply.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>This policy enables the council to effectively enforce against and reduce illegal activities. This update policy includes the principles that will be followed by all officers undertaking enforcement activity.</p>
2.3	<p>Does or will the policy or decision affect:</p> <p>Potentially the policy could affect all persons and businesses in the district, the aim of the policy is not just to tackle those who choose not to comply with the relevant legislation but also to protect the overwhelming majority of people and businesses abide by the law.</p> <p>Will the policy or decision influence how organisations operate?</p> <p>Correct application of the policy will encourage compliance.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p>

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?  NA
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### **Section 3: Evidence/data about the user population and consultation<sup>1</sup>**

The policy potentially affects all persons and business within the district.

3.1	What does the information tell you about those groups identified?  NA
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?  NA
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:  NA

## Section 4: Impact of policy or decision

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

<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Age	Neutral, no identified negative impacts.	Low
Disability	Neutral, no identified negative impacts.	Low
Gender	Neutral, no identified negative impacts.	Low
Gender reassignment	Neutral, no identified negative impacts.	Low
Marriage/civil partnership	Neutral, no identified negative impacts.	Low
Pregnancy/maternity	Neutral, no identified negative impacts.	Low
Race	Neutral, no identified negative impacts.	Low
Religion/belief	Neutral, no identified negative impacts.	Low
Sexual orientation	Neutral, no identified negative impacts.	Low

## 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 ' <b>YES</b> ', use the action plan at <b>Section 6</b> 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:



Date: 19/07/2018

## 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.