

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: Governance and Member Services

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: **To authorise the Head of Paid Service to enter into a Service Level Agreement with Broxbourne Borough Council for the provision of a shared post of Legal Services Manager and Monitoring Officer.**

Officer completing the EqIA: Tel: 01992564249 Email: shill@eppingforestdc.gov.uk

Date of completing the assessment: 6/12/18

Section 2: Policy to be analysed

| | |
|-----|---|
| 2.1 | Is this a new policy (or decision) or a change to an existing policy, practice or project? No |
| 2.2 | Describe the main aims, objectives and purpose of the policy (or decision): What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Provision of a shared officer within legal services |
| 2.3 | Does or will the policy or decision affect: <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? Will the policy or decision influence how organisations operate? Provision of an officer to run Legal Services from another local authority will provide stability for staff during a period of change. One role within the Level 2 posts will not be available to inside staff to apply to. |

| | |
|-----|--|
| 2.4 | Will the policy or decision involve substantial changes in resources? No. It will be less than the current provision |
| 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 decision will help to progress the Council's Peoples Strategy already approved |

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? N/A |
| 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? N/A |
| 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: N/A |

**Initialed as original copy by
Portfolio Holder:**

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 | N/A | N/A |
| Disability | N/A | N/A |
| Gender | N/A | N/A |
| Gender reassignment | N/A | N/A |
| Marriage/civil partnership | N/A | N/A |
| Pregnancy/maternity | N/A | N/A |
| Race | N/A | N/A |
| Religion/belief | N/A | N/A |
| Sexual orientation | N/A | N/A |

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 7: Sign off

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

Signature of Head of Service: S Hill

Date: 6/12/18

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Portfolio Holder: