

# Equality Impact Assessment

## Section 1: Identifying details

Your function, service area and team: Community & Partnerships – Community, Culture & Wellbeing service

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: Grant of lease for land on which to erect a holocaust memorial for the district

Officer completing the EqIA: Gill Wallis: Ext:4557 Email: [gwallis@eppingforestdc.gov.uk](mailto:gwallis@eppingforestdc.gov.uk)

Date of completing the assessment: 14<sup>th</sup> November 2019

## 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? New decision
2.2	Describe the main aims, objectives and purpose of the policy (or decision): To enable the Epping Forest Holocaust Memorial Trust to establish a holocaust memorial for the district What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)? To raise awareness of the holocaust, remember lives lost, provide a focal point for Holocaust Memorial Day and support the educational aspirations of the Trust.
2.3	Does or will the policy or decision affect: <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> All the above will have access to visit the district`s memorial.  Will the policy or decision influence how organisations operate? No

2.4	Will the policy or decision involve substantial changes in resources?  No, the Trust will establish and maintain the memorial
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? To support local community initiatives and build community cohesion

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

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?

In October 2018 an Epping Forest Holocaust Memorial Working Group was established. The Working Group is predominantly made up of members of the local community, including representatives from the Chabad Lubavitch of Buckhurst Hill Synagogue. There is a range of expertise within the group and a clear understanding of the impact associated with the project.

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?

The Epping Forest Holocaust Working Group has liaised closely with key Town and Parish Councils in determining the best possible location for the memorial, along with the wider community and District Council

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:

Further consultation will be undertaken by the Holocaust Education Trust once the site for the memorial has been secured.

## 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	Positive The memorial will raise awareness of the holocaust irrespective of age	L
Disability	Positive The memorial will raise awareness of the holocaust for all and be fully accessible	L
Gender	Positive The memorial will raise awareness of the holocaust across all ages	L
Gender reassignment	Positive The memorial will raise awareness of the holocaust for all genders	L
Marriage/civil partnership	Positive The memorial will raise awareness of the holocaust for all, including those who are married or within civic partnerships	L
Pregnancy/maternity	Positive The memorial will raise awareness of the holocaust for all	L
Race	Positive The memorial will raise awareness of the holocaust irrespective of race	L

Religion/belief	Positive The memorial will raise awareness of the holocaust irrespective of religion/belief	L
Sexual orientation	Positive The memorial will raise awareness of the holocaust irrespective of sexual orientation	L

## 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 7: Sign off**

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

Signature of Head of Service: J Chandler

Date: 14.11.19

Signature of person completing the EqIA: G Wallis

Date: 14.11.19

**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.