

**Stage 1 Equality Impact Assessment – Initial Screening**

<b>Assessor (s) Name(s) :</b>	Claire Shand
<b>Directorate:</b>	Resources
<b>Date of Completion:</b>	February 2012

**Name of Policy/ Strategy/ Service/ Function Proposal**

**Setting of Council Equality Objectives**

**The Aims, Objectives and Expected Outcomes:**

It is a requirement of the Equality Act 2010 under the Public Sector Equality Duty to establish, consult and publish equality objectives that underpin the general duty to have due regard to the elimination of unlawful discrimination, the promotion of equality of opportunity between people who share a protected characteristic and those who do not and to foster good relations between people who share a protected characteristic and those who do not.

Please delete as appropriate:

- This is a new policy proposal to meet a statutory requirement

**Key Questions to Consider in Assessing Potential Impact**

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes

Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

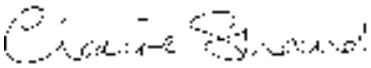
Protected Characteristics	Positive	Negative	No impact	Reasons
Age	✓			<p>In the establishment of equality objectives, our community will be consulted to make sure they are relevant and represent priority development needs. Opportunities will be explored to engage and involve the local community and partner organisations in their development to allow for under represented groups/needs of people who have protected characteristics can be taken into consideration and to promote the achievement of positive improvements.</p>
Disability	✓			
Gender Reassignment	✓			
Marriage & Civil Partnership	✓			
Pregnancy & Maternity	✓			
Race				
Religion / Belief	✓			
Sex (male / female)	✓			
Sexual Orientation	✓			

<b>Are there aspects of the proposal that contribute to or improve the opportunity for equality?</b>	<b>Yes</b>
<p><i>If answered Yes, describe what these are and how they may be promoted or enhanced</i></p> <p>The development and publication of meaningful equality objectives will assist with a focussed approach to the improvement of service outcomes and the way in which we employ our staff. This will allow for priority needs to be identified and available resources directed to them. Through community engagement in their development, this will ultimately provide opportunity for the council to promote and enhance equality throughout our daily activities.</p>	

**Evidence Considered During Screening**

Consideration has been given to the needs of community groups for effective participation in consultation exercises and a variety of methods will be utilised including face to face focus groups with representative groups; adverts to promote awareness will be undertaken through the local media together with a facility to comment on line as well as internal processes through staff newsletters, distribution of information through Diversity Board representatives etc.

Providing opportunity for consultation on the equality objectives is considered to be a positive step towards identifying the most important areas for improvement and upon which available resources can be appropriately directed towards their achievement.

Head of Service Sign off:	
Advice sought from Legal Services (Name)	Kate Green
Date	February 2012

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

## Stage 2 Full Equality Impact Assessment

<b>Assessor's Name:</b>	Claire Shand
<b>Directorate:</b>	Resources
<b>Date of Completion:</b>	March 2012

### Name of Policy/ Strategy/ Service/ Function Proposal

The Setting of Council Equality Objectives

### The Aims, Objectives and Expected Outcomes:

It is a requirement of the Equality Act 2010 under the Public Sector Equality Duty to establish, consult and publish equality objectives that underpin the general duty to have due regard to the elimination of unlawful discrimination, the promotion of equality of opportunity between people who share a protected characteristic and those who do not and to foster good relations between people who share a protected characteristic and those who do not.

Whilst the Equality Act 2010 sets statutory responsibilities and specific public sector equality duties, the Isle of Wight Council is committed to the principles of equality and diversity and the importance of striving to promote and enhance the life opportunities of everyone. Equality and diversity is an integral part of the Island's Eco Island Vision and Council's own Corporate Plan and all of its stated priorities of:

- Raising educational standards
- Highways PFI scheme
- Keeping children safe
- Supporting older and vulnerable residents
- Housing and homelessness
- Regeneration and the economy
- Waste strategy
- Delivery of budget savings through changed service provision

The purpose therefore of setting objectives is to strengthen performance against the requirements of the Equality Duty. Through the analysis of our performance to date, a set of proposed equality objectives have been established to provide a framework for the council to underpin the priority action necessary to achieve its obligation to meet its public sector general duty. To gain assurance that the proposed Equality Objectives are meaningful and reflective of the priority action required of the Council, consultation has taken place with our community.

- This is a new policy proposal to meet a statutory requirement

### **Scope of the Equality Impact Assessment**

To allow us to determine whether the proposed objectives are indeed meaningful and reflective of the priority action required of the Council as well as to provide opportunity to further develop them, consultation with our community took a number of forms, including:

- A face to face focus group with EQUALS as a representative community group.
- A face to face focus group with Unison as a representative group for employees
- Invitation for public comment through advertisement in local media (County Press).
- Direct correspondence and invitation for other community groups including the Rural Community Council, LINKs, Youth Council, parent Voice and members of the Residents Panel to contribute to the consultation
- Internal communications through the Vine staff newsletter

Feedback has been collated and an overall summary report made available setting out the outcomes of the consultation and intended action to be taken with regards to the final equality objectives being established.

Once the objectives have published, annual reporting will be undertaken on progress.

## Analysis and assessment

Using the published facts and figures

[http://www.iwight.com/council/facts\\_and\\_figures/images/Diversitypages,2011-12,v.3Aug2011.pdf](http://www.iwight.com/council/facts_and_figures/images/Diversitypages,2011-12,v.3Aug2011.pdf), it can be seen that within the overall community makeup that over 73%

describe themselves as Christians, 26% as having no religion and 4% other religions. There is a higher than average elderly population and a predominant white European backgrounds with other ethnic minority groups making up a total 3.36% of the population. Of the available statistics 5.72% are in receipt of disability living allowance. There are a slightly higher proportion of women to men and no reliable statistics upon which to identify sexual orientation or gender re-assignment.

A total of 42 individual responses were received in respect of the consultation undertaken and of those who made contact:

54% were male; 35.5 % were within the age bracket of 43 – 54 and 32.3% were 65+; 67% did not identify themselves as having a disability; 86.7% identified themselves as being heterosexual and 92.9% had not undertaken gender re-assignment, with the remaining preferring not to say; 93% were white British and 45.2% identified themselves as being Christian and a further 25.8% with no religion/belief and the remainder preferring not to say. Equals is a community group who serve to act as representatives of ethnic minority groups and Unison is the largest representative group of staff employed by the Isle of Wight Council. This would suggest that the respondents were broadly representative of the wider community.

Overall survey results identified either strong agreement or agreement with all of the proposed equality objectives. A number of comments/suggestions were submitted which are considered to be helpful for further consideration in the refinement of the action plan underpinning the objectives and to which full responses will be made to the individuals concerned. There was no adverse comment or reason to suggest that there would be any adverse impact on any of the protected characteristics although some who responded expressed views about the extent to which improvements are required.

## Recommendations

That the proposed equality objectives be adopted. The views and comments of respondents need to be taken into account in the development of the action plan and individual responses to be provided.

## Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative, neutral or positive impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive			The establishment of the equality objectives provide opportunity for the promotion of equality of opportunity through the identified action plans contained within them.
Disability	Positive			
Gender Reassignment	Positive			
Marriage & Civil Partnership	Positive			
Pregnancy & Maternity	Positive			
Race	Positive			
Religion / Belief	Positive			
Sex (male or female)	Positive			

Area of impact	Is there evidence of negative, neutral or positive impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sexual Orientation	Positive			
HR & workforce issues	Positive			
Human Rights implications if relevant	Positive			
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				



## Summary

<b>Date of Assessment :</b>	27 March 2012
<b>Signed off by Legal Services</b>	Kate Green 2 April 2012
<b>Signed off by Head of Service/ Director</b>	Davina Fiore 30 March 2012
<b>Review date</b>	March 2013
<b>Date published</b>	2 April 2012

## ***Publishing checklist***

- *Plain English – will your EIA make sense to the public?*
- *Acronyms – check you have explained any specialist names or terminology*
- *Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?*
- *Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?*
- *Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?*
- *Success stories – have you included any positive impacts that have resulted in change for the better?*
- *Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?*
- *Review have you included a review date and a named person to carry it out?*
- *Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?*
- *Signing off – has your Head of Service/Director signed off your EIA?*
- *Basics – have you signed and dated your EIA and named it for publishing?*
- *A signed off electronic version to be kept in your team for review uploaded on to the council's website*