

## Equality Impact Assessment

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| <b>Title of the policy/report /strategy/service</b>         | <b>Leicestershire District Councils Equality and Diversity Partnership Single Equality Scheme</b> |
| <b>Date</b>   | <b>August 2011</b>  |
| <b>Lead Officer</b>   | <b>Chhaya McDonald</b>  |
| <b>Who else is involved in undertaking this assessment?</b> | <b>Members of the Leicestershire District Councils Equality and Diversity Partnership</b>         |

### Step 1 – Overview of policy/function being assessed

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| <b>A. Outline: What is the purpose of this policy? (specify aims and objectives)</b>  |
| The Single Partnership Scheme outlines how we will as a partnership promote equality and diversity in everything we do, from delivering fair and accessible services through to recruiting and employing staff.   |
| <b>B. What specific groups is the policy designed to affect/impact?</b>   |
| The Single Partnership Scheme set's out the Partnership's objectives and approach to promoting equality and diversity, good relations and in tackling discrimination and harassment. It recognises that specific actions are needed to address different equality issues whilst also acknowledging many people experience more than one type of disadvantage or discrimination (multiple discrimination). |
| <b>C. Which groups have been consulted as part of the creation or review of the policy?</b>   |
| Staffs from all seven partner authorities were invited to take part in the development of the scheme. A total of 62 local, city and county based groups were also asked and invited to comment on the draft scheme, this was done via face to face meetings, consultation through use of partners authorities web sites and focus groups  |

### Step 2 – What we already know and where there are gaps

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| <b>A. List any existing information/data you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc.</b>                              |
| <p><b>Data/information such as:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Consultation</b></li> <li>▪ <b>Previous Equality Impact Assessments</b></li> <li>▪ <b>Demographic information</b></li> <li>▪ <b>Anecdotal and other evidence</b></li> </ul> |
| A variety of data sets has been used to develop the Single Partnership Scheme; this includes Census data which is broken down by age, gender, disability, National Insurance data and Indices of Deprivation for each of the districts/boroughs.                |
| <b>B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)</b>  |
| Analysis of the data used and known has been used to develop specific actions as detailed in the action plan to address inequalities and discrimination and in the development of the scheme.   |
| We recognise that we have very little information on the profile of our communities based on their Sexual orientation and information on our Transitioning / Transgendered communities. Plans are   |

currently being developed with the assistance of the Leicester Lesbian, Gay, Bisexual and Transgender Centre to address this.

**Step 3 – Do we need to seek the views of others? If so, who?**

**A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.**

We recognise that we have very little information on the profile of our communities based on their Sexual orientation and information on our Transitioning / Transgendered communities. Plans are currently being developed with the assistance of the Leicester Lesbian, Gay, Bisexual and Transgender Centre to address this.

**Step 4 – Assessing the impacts**

|  | <b>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)</b>                                  |
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| <b>A. Age</b>  | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>B. Disability (physical, visual, hearing, learning disabilities, mental health)</b> | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>C. Gender / Sex</b>   | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>D. Religious Belief</b>   | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>E. Racial Group</b>   | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>F. Sexual Orientation</b>   | <b>See response at 3A</b>   |
| <b>G. Transgender</b>  | <b>See response at 3A</b>   |

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| <b>H. Other protected groups (pregnancy &amp; maternity, marriage &amp; civil partnership)</b>        | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>I. Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)</b> | As the scheme has been developed following a wide range of consultation, responses have been taken on board and the final version now reflects many of these. No discriminatory or adverse impacts were identified as the Scheme aims to achieve equality and promote diversity for all the current equality characteristics. |
| <b>J. All</b>   |   |

### Step 5 – Action Plan

| <b>Please include any identified concerns/actions/issues in this action plan:<br/>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</b> |  |   |                     |
|---|--|---|---------------------|
| <b>Question Number (Ref)</b>  | <b>Action</b>  | <b>Responsible Officer</b>                                    | <b>Target Date</b>  |
| <b>1C</b>   | Review methods used for consultations and engagement                           | Policy and Performance Officer/Equality and Diversity Officer | Start by March 2012 |
| <b>3A</b>   | Work towards achieving sexual orientation equality in Partnership with LLGBC   | Policy and Performance Officer                                | Start by March 2012 |
| 6   | Training /briefing session for staff on policy and action plan                 | EDO   |                     |
| 5   | Identify specific actions arising from the EFLG self Assessment Review for HDC | Head of Corporate Services/ CEAG                              |                     |
| 6   | Publish easy read SES document on website                                      | EDO   |                     |

### Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

|   | <b>Who needs to know</b><br>(Please tick) | <b>How they will be informed</b><br>(we have a legal duty to publish EIA's) |
|---|---|---|
| <b>Employees</b>  | <b>x</b>                                  | Core briefs, Intranet web site,   |
| <b>Service users</b>  | <b>x</b>                                  | Web site, customer services,  |
| <b>Partners and stakeholders</b>  | <b>x</b>                                  | Web site  |
| <b>Others – responders to consultation</b>  | <b>x</b>                                  | Individual responses via contact details provided                           |
| <b>To ensure ease of access, what other communication needs/concerns are there?</b> |   |   |

**Step 7 – Conclusion (to be completed and signed by the Service head)**

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| <b>Please delete as appropriate</b>  |
| <b>I agree / disagree with this assessment / action plan</b>   |
| <b>If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:</b> |
| <b>Signed (Service Head):</b>  |
| <b>Date:</b>   |

**Please send completed & signed assessment to the Equality and Diversity officer.**