

HDC Initial Equality Impact Assessment Form EIA1 (Updated January 2008)

Report: Gender Equality Scheme

Service Area/Section	Corporate Services	Persons undertaking the assessment (please put name of lead officer first)		Jake Atkinson Beth Murgatroyd	
Name of policy, service area, or strategy to be assessed	Gender Equality Scheme	Date of assessment	22nd January 2008	New or existing policy	New
1. Briefly describe the aims, objective or purpose of the policy, service function, or strategy.	The Equality Act 2006 introduced the Gender Equality Duty (GED). The duty requires local authorities to develop a Gender Equality Scheme (GES). This Scheme must, by law, set out the overall objectives that the Council has identified in order to eliminate gender discrimination and promote gender equality.				
2. Are there any associated policies, services, or strategies which objectives identified in (1) may help or hinder HDC achieve?	Corporate Equality Scheme Disability Equality Scheme Race Equality Scheme Social Inclusion Strategy Community Strategy Harborough 2010 Vision				
3. What outcomes are wanted from this policy/function and for whom?	Eliminate gender discrimination and promote gender equality for HDC employees and service users.				
4. What factors/forces could contribute/detract from the intended outcomes?	Change in legislation Available resources				
5. Who are the main stakeholders in relation to this policy?	Men & Women Boys & Girls Councillors		6. Who implements the policy/function and is responsible for the	HoS responsibilities identified in Scheme. Managers to be allocated tasks.	

	EOHRC Contractors		policy?	Equality & Scrutiny Officer leads.
7. Is there an identified potential for the policy/function to have a differential impact on racial groups?			N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 				Research and consultation has been undertaken as detailed in the GES. The GES will address inequality and address issues of multiple discrimination and support existing work around race equality.
8. Is there an identified potential for the policy/function to have a differential impact due to gender?		Y		
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 				The GES proposes positive action to address areas where there is currently not gender equality of opportunity, or where there is identified potential for gender discrimination. Research and consultation has been undertaken as detailed in the GES.
9. Is there an identified potential for the policy/function to have a differential impact due to disability?			N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 				Research and consultation has been undertaken as detailed in the GES. The GES will address inequality and address issues of multiple discrimination and support existing work around disability equality.
10. Is there an identified potential for the policy/function to have a differential impact due to sexual orientation?			N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 				Research and consultation has been undertaken as detailed in the GES. The GES will address inequality and address issues of multiple discrimination and support existing work around sexuality.
11. Is there an identified potential for the policy/function to have a differential impact due to age?			N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 				Research and consultation has been undertaken as detailed in the GES. The GES will address inequality and address issues of multiple discrimination and support existing work around age.

12. Is there an identified potential for the policy/function to have a differential impact due to religious belief?	Y		There is potential for the GES to have both an adverse and positive differential impact on individuals from certain faith groups. There is national evidence that gender inequality is more prevalent within certain faith groups, with women being subjected to inequality and discrimination. Also, women only provision (e.g. swimming sessions) will help to ensure the religious and cultural as well as gender needs of women are met.
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Research and consultation has been undertaken as detailed in the GES. The GES will address inequality and address issues of multiple discrimination and support existing work around religious belief.
13. Is there an identified potential for the policy/function to have a differential impact on any other groups of people?		N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Research and consultation has been undertaken as detailed in the GES. The GES will address inequality and address issues of multiple discrimination and support existing work around general social inclusion.
14. Could any differential impact identified in points 9-15 amount to there being the potential for adverse impact in this policy?	Y		See (12).
15. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	Y		There is potential for the GES to have an adverse differential impact on individuals from certain faith groups. However, the legal duty placed on HDC to promote gender equality, in this instance, justifies a potential adverse impact in this area.
16. Should the policy proceed to a full impact assessment?		N	No
17. If no, are there any recommended changes required to the policy to improve it around the equality agenda?	No.		

Additional notes/guidance (Policy Officer)	The EIA found no unjustifiable differential impacts. The GES will have positive impact on inequalities across the six equality groups. Positive actions are in place within the GES to promote equality of opportunity or eliminate discrimination as appropriate.

Signed (Completing officer) Date __/__/__

Signed (Equality officer) Date __/__/__

Signed (Head of Service) Date __/__/__