

Hvoss – Provision of infrastructure support to parish councils / voluntary and community organisations

Information from provided quarterly monitoring

Protected Characteristics identified under the Equality Act 2010	Considered impact of change. (positive, negative, neutral)	Information used to make judgement (consultation, user figures, cost ...)	Risk to organisation (financial, reputational, legal,)	Mitigation / exit route
Age	Neutral	Some specific work with older people detailed in monitoring for this contract. No clear evidence that interest groups facilitated by hvoss have impact on older people themselves.	Minimal - reputational with the groups who attend the interest group and are supported by hvoss	Ongoing direct contact with organisations involved in this area to ensure their engagement in future HC work and direction
Disability	Neutral	Some specific work with disabled groups detailed in monitoring for this contract. No clear evidence that interest groups facilitated by hvoss have impact on disabled people themselves .	Minimal - reputational with the groups who attend the interest group and are supported by hvoss	Ongoing direct contact with organisations involved in this area to ensure their engagement in future HC work and direction
Gender Reassignment	Neutral	No specific work with gender reassignment or to support organisations working in this area detailed in monitoring	None	None needed other than signposting to web information where necessary
Marriage and Civil partnership	Neutral	No specific work in this area detailed in monitoring	None	None needed other than signposting to web information where necessary

Pregnancy and maternity	Neutral	No specific work in this area detailed in monitoring	None	None needed other than signposting to web information where necessary
Race	Neutral	Some specific work in relation to community cohesion and working with new communities detailed in monitoring for this contract.	Minimal - reputational	Ongoing direct contact with organisations involved in this area to ensure their engagement in future HC work and direction.
Religion or Belief	Neutral	No specific work in this area detailed in monitoring or annual report, other unfunded infrastructure supports these organisations	None	None needed other than signposting to Diocese where necessary
Sex	Neutral	No specific work in this area detailed in monitoring	None	None needed other than signposting to web information where necessary
Sexual Orientation	Neutral	No specific work in this area detailed in monitoring	None	None needed other than signposting to web information where necessary

The Equality Duty 2010 has 3 aims (general duty)

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those that who do not.

The Public Sector Equality Duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying “due regard” in our decision making in the design of polices and in the delivery of services.