Equality Impact Assessment (EIA) Form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: .....Claire Porter
Directorate: ....Corporate Services
Individual(s) completing this assessment: ....Harriet Yellin
Date assessment completed:......................................20 February 2024

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

New Equality Policy for 2024-2027, to follow on from the 2020-2023 policy.

What is the aim, purpose and/or intended outcomes of this activity?

While it is not a statutory requirement to have an equality policy, it is considered best practice. It is a way of setting out our commitment to and understanding of equality legislation, inclusivity, and non-discriminatory practice. It is also a vehicle for our equality objectives, which are a statutory requirement.

Name of lead for activity

Harriet Yellin, Equality Officer

Who will be affected by the development and implementation of this activity?
☒ Service users
☒ Staff
☒ Communities

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

• Census 2021 data re. population of Herefordshire • Diversity data of council workforce • Diversity data of elected councillors • Complaints about council services which cite discrimination from last 2 years • Responses to other council consultations which relate to inclusivity, discrimination (none were forthcoming)

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

• October-November 2023: Workforce consultation promoted in CEX e-mail and on intranet, and carried out on-line • October-November 2023: Public consultation • Meeting with BAME, LGBTQ+ and Disability staff groups

Summary of relevant findings

There were two particular areas of interest raised by the public consultation:

1. Domestic abuse and sexual violence (reference is made to this within the policy, but only by signposting readers to the relevant policies)
2. Local democracy (reference is made to this with the policy, and public comments were forwarded to Democratic Services for their information)

From the consultation, there were several responses relating to internal HR matters, particularly disability and the maternity policy (reference is made to this with the policy, and public comments were forwarded to HR for their information).

The Disability staff group wished to raise several internal issues; they will be producing their own action plan, and will be supported by HR.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale**. Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	✓			The proposed Equality Policy does not specifically impact on any one of the protected characteristics. It contains generic information about our compliance with the Equality Act 2010, eliminating discrimination, and taking steps to meet people's needs whatever their characteristics or social identity.

The two Equality Objectives highlighted in the policy are also comprehensive, designed to improve equality considerations across the board.

Some specific references to individual protected characteristics can be found within the "commitments" section of the policy. Here we do seek to actively make improvements for specific groups. These references provide links to the appropriate service area or policy. |
Disability	✓			
Gender Reassignment	✓			
Marriage & Civil Partnerships	✓			
Pregnancy & Maternity	✓			
Race (including Travelling Communities and people of other nationalities)	✓			
Religion & Belief	✓			
Sex (including issues of safety and sexual violence)	✓			
Sexual Orientation	✓			
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)		✓		At the time of writing this assessment, there is some internal debate about making children in care, and care leavers, a local protected characteristic. Currently these groups are supported through the council's role as Corporate Parent, and any future decision would only seek to enhance the Corporate Parent role.
Health Inequalities		✓		The equality policy does not specifically address health inequality, as there is a separate, dedicated strategy for this. This is signposted to within the equality policy.

4. Monitoring and review

How will you monitor the Equality Policy and EIA?

The policy and EIA will be reviewed annually.

5. Equality Statement

- Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.
- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

Date signed

20 March 2024