

COMMITTEE: **DISABILITY EQUALITY AND
ADVISORY AND ACCESS FORUM**

DATE: **8th APRIL 2004**

SUBJECT: **EQUALITY IMPACT ASSESSMENT
(JUDGEMENTS & ACTION PLANS)**

REPORT BY: **HEAD OF EQUALITIES**

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IMPLICATIONS:

LEGAL	STAFFING
EQUALITIES	✓ COMMUNITY SAFETY
FINANCIAL	RISKS
OTHER	

CONSULTATIONS:

COUNCILLORS CONSULTED	SCRUTINY COMMITTEE CONSULTED
STAKEHOLDERS CONSULTED	OTHER

RECOMMENDATION(S)

The Forum is recommended to

- i) Comment on the judgement and action plans of each Equality Impact Assessment set out at paragraph 15 to 19.
- ii) Note the number of impact assessments to be carried out at paragraph 3 and decide on whether the Forum would like to see the result of all impact assessments and
- iii) Note the judgements required as set out in paragraph(s) 11, 12 and 13 when considering impact.

REPORT

1. The Equality Scheme sets out a rolling programme of equality impact assessments to be completed over a three year period. A total of one hundred and fifty (150) services or policies have been identified as having significant equality implications and forty eight (48) has already had an impact assessment.
2. An equality impact assessment (EIA) is a systematic analysis of the likely equality implications either of implementing a new policy or initiative or the operation of a current policy, function or services.
3. The primary function of the EIA is to determine the extent of differential impact upon the relevant groups and in turn whether that impact is adverse, that is whether it has a negative impact on groups or individuals in relation to one or more of the equality categories.

4. All EIA are required to assess impact on the grounds of race, gender, disability, sexuality, and age as a requirement and religion and belief as additional considerations. It is important to note that not all of these aspects will require the same attention throughout the assessment and in some areas it will be difficult to make a judgement due to the lack of information.
5. In the light of this assessment, if it is decided that the policy has an adverse impact, the Council must consider alternative policies, which more effectively achieve the promotion of equality of opportunity, or measures, which might be employed to mitigate the adverse impact.
6. The purpose of impact assessments are help us to view the impact of a policy or service through a number of filters if the correct questions are asked, thereby capturing the complexities of identity, lives and multiple impacts.
7. The impact assessment framework provides a number of general questions to help officers with the initial stage of identifying impacts but officers are encouraged to think of relevant questions to assist them in evaluating the impact of their particular service.
8. When assessing the impact of the policy or service, it is important to consider firstly any differential impact. After this differential impact has been explored, only then should we look at the adverse impact of the policy. Differential impact will occur when a particular group has been affected differently by the policy in either a positive, neutral or negative way.
9. A positive judgement is one where the action enhances equality.

10. A neutral judgement can be made where the action has neutral impact (i.e. it does not affect one group more than another) or where there is very little evidence available to make a positive or adverse judgement.
11. An adverse judgement is one where the action has a negative impact on a particular group. However, some adverse impacts (for example, provision of specialist segregated services) are justifiable. State whether the adverse impact will be justified or not.

EQUALITIES IMPLICATIONS

12. The Equalities Impact Assessments are integral in the promotion of equality and in helping to address inequalities in service delivery and employment.

APPENDICES

13. The following appendices set out the judgements and action plans for the five (5) services and policies impacted assessed.

Appendix A & B	Consultation Policy and Service.
Appendix C	Libraries Training Strategy.
Appendix D	Community Development and Facilities (BVR)..
Appendix E	Disability Policy (Employment).