

Charnwood Borough Council

Equality Impact Assessment 'Knowing the needs of your customers and employees'

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

Step 1 – Introductory information

| | |
|---|-------------------|
| Title of the policy | Charnwood Lottery |
| Name of lead officer and others undertaking this assessment | Julie Robinson |
| Date EIA started | December 2017 |
| Date EIA completed | December 2017 |

Step 2 – Overview of policy/function being assessed:

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| Outline: What is the purpose of this policy? (Specify aims and objectives) |
| <p>Charnwood Borough Council recognises the value and contribution of voluntary sector organisations and the benefits they provide to the residents of Charnwood. The establishment of a local lottery is seen as an additional tool and way of providing support to bring in additional funding to the voluntary sector.</p> <p>Through the Council's Voluntary Sector Development Officer we provide a range of support to help these organisations and groups access the funding support they need.</p> <p>It is the Council's aim to ensure that the Charnwood Lottery is inclusive of all voluntary sector organisations and supports organisations across a range of protected characteristics, as outlined in the Equality Act 2010.</p> |
| What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them? |
| <p>It is the Council's aim to ensure that the Charnwood Lottery is inclusive of all community groups and funding supports projects targeting individuals/ residents across a range of protected characteristics, as outlined in the Equality Act 2010.</p> <p>Analysis will therefore be undertaken to ensure that the organisations signed up and supported are distributed in a reasonable and proportionate manner.</p> |
| Which groups have been consulted as part of the creation or review of the policy? |
| <p>The need for additional funding to support and retain the capacity within Charnwood's VCS is an ongoing discussion across the whole sector.</p> <p>The proposal has been discussed with a number of voluntary sector organisations and further consultation will be undertaken during the development phase of the project.</p> <p>Evaluation takes place on successful to analyse whether there any gaps with regards to the protected characteristics in order to ensure the grants process is fair and equal to all.</p> <p>In particular analysis is undertaken to determine any barriers which may prevent specific community groups/ communities of interest from successfully applying or even applying at all to Charnwood Grants.</p> |

Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

An integral step of existing voluntary sector organisations applying for Charnwood Grants or being a Council Strategic Partner is providing a range of monitoring data and information. Analysis of successful Strategic Partner Grants, Community Development & Engagement Grants and Community Facilities Grants are undertaken regularly and a separate EIA is completed.

Many of the voluntary sector organisations currently supported impact upon a diverse customer base because of the universal access to the services they provide, although a number of them are more specifically targeted towards individuals / groups that are covered by the protected characteristics e.g. age, disability.

What does this information / data tell you about diverse groups? 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)

The information tells us that the voluntary sector organisations supported provide a range of services that acknowledge individuals from protected characteristics.

It is acknowledged that some of the voluntary sector organisations support individuals with multiple characteristics and those projects supporting the wider community have a wide range of beneficiaries.

Where possible equalities information is provided as part of the monitoring data from voluntary sector organisations that are awarded a grant by the Council. There are a number of organisations that specifically cover age, disability, race, religion, sex.

Step 4 – Do we need to seek the views of others? If so, who?

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.

Further equalities monitoring may be required from those voluntary sector organisations that are signed up as part of the Charnwood Lottery scheme in order to identify any further issues or potential barriers.

However, at this stage of analysis it is felt the information currently held is sufficient to analysis trends and determine any barriers or negative impacts.

It is anticipated that many of the voluntary sector organisations that are existing Council Strategic Partners or are supported via the Charnwood grants scheme may sign up to part of the Charnwood Lottery scheme.

Step 5 – Assessing the impact

| <p>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 individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).</p> | |
|--|--|
| | Comments |
| Age | <p>It is appreciated that some older people may have some difficulties with accessing the lottery online. Tickets can be bought via the phone as well.</p> <p>It is anticipated that there will be a number of VCS organisations that sign up that provide services for older and younger people.</p> <p>The scheme will therefore create a positive impact in relation to the protected characteristic of Age.</p> |
| Disability (Physical, visual, hearing, learning disabilities, mental health) | <p>As the scheme is web enabled it is not anticipated that there will be any detrimental impact.</p> <p>It is anticipated that there will be a number of VCS organisations that sign up that provide services relating to disability.</p> <p>In addition it is acknowledged that some of the organisations that will benefit are cross- cutting and support individuals with multiple characteristics. Therefore, creating further positive impacts for people with disabilities.</p> <p>The scheme will therefore create a positive impact overall in relation to the protected characteristic of Disability.</p> |
| Gender Reassignment (Transgender) | <p>Neutral Impact - specific marketing / promotion of Charnwood Lottery could take place where specific support groups etc. meet for further awareness raising.</p> |
| Race | <p>It is anticipated that a number of VCS organisations will sign up that support services relating to Race. In addition it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics.</p> <p>The scheme will therefore create a positive impact overall in relation to the protected characteristic of Race.</p> |
| Religion or Belief (Includes no belief) | <p>The Charnwood Lottery will not specifically support religious groups/ activities, but will support to faith groups who are delivering activities for the wider community.</p> <p>The impact is therefore neutral with regards to the protected characteristic of religion or belief with the acknowledged that wider benefits are created for the wider community.</p> |
| Sex (Gender) | <p>It is anticipated that a number of VCS organisations will sign up that support services relating to specific genders.</p> <p>In addition it is acknowledged that some of the projects funded are cross- cutting and support individuals with multiple characteristics.</p> |

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|---|---|
| | The process has therefore created a positive impact in relation to the protected characteristic of Gender. |
| Sexual Orientation | Neutral Impact - specific marketing / promotion of Charnwood Lottery could take place where specific support groups etc. meet for further awareness raising. |
| Other protected groups (Pregnancy & maternity, marriage & civil partnership) | Neutral Impact - specific marketing / promotion of Charnwood Lottery could take place where specific support groups etc. meet for further awareness raising. |
| Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.) | The Charnwood Lottery will support a wide range of VCS organisations which focus on the wider community having a wide range of benefits, particularly for residents from priority neighbourhoods or areas of deprivation. |

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

No negative impacts or potential barriers have been identified. However it is acknowledged that specific marketing / promotion of the Charnwood Lottery scheme could take place for the protected characteristics.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

It is the opinion that the Charnwood Lottery scheme will comply with Charnwood Borough Council's equality and diversity responsibilities. It will further promote equal opportunities and achieve positive outcomes.

Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

Monitoring will continue on an ongoing basis. Continuous monitoring and analysis will aim to identify gaps which may potentially highlight barriers or negative impacts towards specific community groups/ communities of interest.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

Where barriers/ negative impacts are identified, the mitigating action and progress against this will be included within the relevant service plan.

Requirement for monitoring data will be incorporated into the scheme criteria.

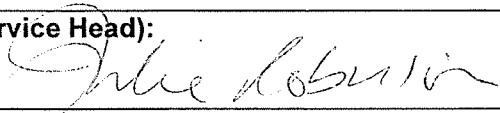
Step 7- Action Plan

| Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan | | | |
|--|--|----------------------------|--------------------|
| Reference Number | Action | Responsible Officer | Target Date |
| 1 | Continue to monitor the Charnwood Lottery beneficiaries | J. Robinson | December 2018 |
| 2 | Review with the Coms team the options for promoting and marketing the Charnwood Lottery to protected groups through a range a media channels | J Robinson | Ongoing |

Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

| | Who needs to know (Please tick) | How they will be informed (we have a legal duty to publish EIA's) |
|---|---|---|
| Employees | ✓ | This EIA will be published on the Council's website. |
| Service users | ✓ | |
| Partners and stakeholders | ✓ | |
| Others | ✓ | |
| To ensure ease of access, what other communication needs/concerns are there? | ✓ | |

Step 9- Conclusion (to be completed and signed by the Service Head)

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| Please delete as appropriate |
| I agree with the action plan |
| If disagree, state action/s required, reasons and details of who is to carry them out with timescales: |
| Signed (Service Head):  |
| Date: 12/12/17 |

Please send completed & signed assessment to Suzanne Kinder for publishing.