

Charnwood Borough Council

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

Step 1 – Introductory information

Title of the policy	Modern Slavery Statement 2019-2020
Name of lead officer and others undertaking this assessment	Suzanne Kinder
Date EIA started	June 2019
Date EIA completed	December 2019

Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>There is a legislative requirement to review and produce a revised Modern Policy Statement on an annual basis.</p> <p>The Modern Slavery Statement specifically outlines the commitments of the Council and the key activity to be implemented in order to ensure the Council meets its legal, moral and safeguarding obligations and to take a proactive role in tackling this type of crime.</p> <p>The Council has a statutory duty to respond to the issue of modern slavery and potential victims may not receive the help and support that they need if the Council does not respond appropriately and work in partnership with other statutory agencies.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>The Modern Policy Statement includes a number of equality objectives to achieve positive outcomes in both service design and delivery, and in employment for everyone. The Modern Policy Statement identifies real and achievable objectives for the Council which will enable it to fulfil its commitment to preventing modern slavery occurring.</p> <p>By achieving the objectives set out in the Statement the Council will achieve positive outcomes for individuals and communities in service design, delivery and employment. Therefore, a wide range of people will benefit from the positive outcomes achieved through this Statement.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>Consultation took place with partner organisations and internally with the Equalities Working Group, Procurement, HR, Learning & Development and Neighbourhoods and Communities Officers.</p> <p>Responses generated through consultation were analysed and the final version of the Strategy reflects all responses made.</p>

Race	The Modern Policy Statement and the Council's commitment to ensuring the organisation meets its legal, moral and safeguarding obligations is likely to have a positive impact on individuals and communities with regards to the protected characteristic of race.
Religion or Belief (Includes no belief)	The Modern Policy Statement and the Council's commitment to ensuring the organisation meets its legal, moral and safeguarding obligations is likely to have a positive impact on individuals and communities with regards to the protected characteristic of religion or belief.
Sex (Gender)	The Modern Policy Statement and the Council's commitment to ensuring the organisation meets its legal, moral and safeguarding obligations is likely to have a positive impact on individuals and communities with regards to the protected characteristic of gender.
Sexual Orientation	The Modern Policy Statement and the Council's commitment to ensuring the organisation meets its legal, moral and safeguarding obligations is likely to have a positive impact on individuals and communities with regards to the protected characteristic of sexual orientation.
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	The Modern Policy Statement and the Council's commitment to ensuring the organisation meets its legal, moral and safeguarding obligations is likely to have a neutral impact on individuals and communities with regards to the protected characteristic of pregnancy & maternity and marriage & civil partnership.
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	The Modern Policy Statement and the Council's commitment to ensuring the organisation meets its legal, moral and safeguarding obligations covers a variety of other groups such as: rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities. The specific actions are likely to have a positive impact on individuals and communities.

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.

The Modern Policy Statement is aimed at ensuring the Council meets its legal, moral and safeguarding obligations and to take a proactive role in tackling this type of crime. However, it is recognised that positive outcomes are dependent upon the effective implementation of the activities outlines within the Statement.

One of the main barriers to the effective implementation of the Statement may be cultural, behavioural and attitudinal. A range of training for employees and elected members is a key way to tackle this. Additionally, the promotion of the subject matter (by raising communications across the authority) will also support this.

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

Please delete as appropriate
I with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head): <i>S. Jackson</i>
Date: 16/12/19

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