

Initial equality impact assessment screening form

This form is an equality screening process to determine the relevance of equality to an activity, and a decision whether or not a full EIA would be appropriate or proportionate.

Directorate:	Chief Executives
Service Area:	Policy and Performance
Activity being screened:	Proposed Equality Policy and Objective
Officer(s) carrying out the screening:	Natasha Telfer
What are you proposing to do?	Refresh the council's equality policy and objective for the next 4 years
Why are you proposing this? What are the desired outcomes?	<p>The current scheme and objectives are in need of refreshing. Having an equality objective is a statutory specific duty under the Equality Act 2010 and having an equality policy shows how the council will continue to fulfil the Public Sector Equality Duty (PSED), outlined by the Act.</p> <p>The desired outcomes, therefore, are:</p> <ol style="list-style-type: none"> 1. To have an equality policy which clearly demonstrates how the council will continue to meet the PSED, and 2. To have an achievable objective which addresses the council's most important priorities in respect of meeting the PSED, as identified by local stakeholders during and prior to formal consultation.
Does the activity involve a significant commitment or removal of resources? Please give details	<p>The activity involves implementing a new model across the authority. This will include the creation of a Corporate Equalities Group, comprised of senior officers from each service area, which will meet on a quarterly basis and provide a forum for co-ordinating and supporting equality work across the Council. It also includes the creation of a separate Equalities Reference Group, which will act as a consultative forum for equality-related policies and practice.</p> <p>In terms of financial resources, this is dependent on the outcome of further work to develop a new training specification and is likely to be met by existing training budgets.</p>

Is there likely to be an adverse impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or any other socially excluded groups? No

As part of this assessment, please consider the following questions:

- **To what extent is this service used by particular groups of people with protected characteristics?** The council serves the entire population of the borough of Darlington, which includes residents from all protected characteristic groups. All residents within the Borough will have at least one protected characteristic and are therefore covered by the policy.
- **Does the activity relate to functions that previous consultation has identified as important?** The activity listed within the draft Equality Policy 2018-22 relates to all council functions, as the Public Sector Equality Duty requires officers to consider equality and the needs of all individuals in their day-to-day work.
- **Do different groups have different needs or experiences in the area the activity relates to?** This activity relates to all service areas across the council, and therefore different groups will have different needs or experiences according to their protected characteristics and different service areas

If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate.

Protected characteristic	Yes	No	Don't know/ Info not available
Age		No	
Disability		No	
Sex (gender)		No	
Race		No	
Sexual Orientation		No	
Religion or belief		No	
Gender reassignment		No	
Pregnancy or maternity		No	
Marriage or civil partnership		No	
Other		No	
Carer (unpaid family or friend)		No	
Low Income		No	
Rural Location		No	
Does the activity relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	This activity relates to all service areas across the council, and therefore different groups will have different needs or experiences according to different service areas.		

Will the activity have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.		The activity will not have a significant effect on how other organisations operate. The proposed Equality Policy 2018-22 proposes no new burdens on local organisations, including contracted providers. The only impacts for local organisations supporting people with protected characteristics should be positive I.e. assurance that council officers and Members will receive quality training in equalities.	
Decision (Please tick one option)	EIA not relevant or proportionate:	<input checked="" type="checkbox"/>	Continue to full EIA:
Reason for Decision		<p>The draft policy proposes a new model to ensure that equalities remains embedded across the council, despite reduced resources, and that the PSED is met.</p> <p>The proposed Equality Policy and Objective 2018-22 is therefore not considered likely to cause any protected characteristic groups any adverse impacts as its stated aim is to ensure the council going forward continues to meet its Public Sector Equality Duty to:</p> <p>(a) Eliminate unlawful discrimination, harassment and victimisation and any other unlawful conduct that is prohibited under the Act</p> <p>(b) Advance equality of opportunity between persons who share a relevant Protected Characteristic and those who do not</p> <p>(c) Foster good relations between persons who share a relevant Protected Characteristic and those who do not.</p>	
Signed (Assistant Director)		Neil Bowerbank	
Date		2/2/18	