

Equality Impact Assessment Template

Name of item being assessed:	Equality Objectives 2015-16
Version and release date of item (if applicable):	August 2015
Owner of item being assessed:	Rachel Craggs
Name of assessor:	Rachel Craggs
Date of assessment:	17 August 2015

1 What are the main aims of the item?

(What does the item try to achieve?)

The public sector Equality Duty is supported by specific duties, which require public bodies to set and publish one or more equality objectives at least every four years. As in previous years, the proposed objectives have been taken from the Council Strategy, with five of them coming from the current Strategy and one from last year's.

The purpose of the objectives is to help the Council to achieve the following:

- i. Eliminate unlawful discrimination, harassment and victimisation.
- ii. Promote equality of opportunity.
- iii. Foster good relation between people who do and do not share a protected characteristic.

As a result, the following objectives have been selected:-

- i. Ensure our workforce is reflective of our communities.
- ii. Endeavour to minimise unlawful discrimination, harassment and victimisation and advance quality of opportunity for employees and all members of the community.
- iii. Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people.
- iv. Close the education attainment gap for vulnerable pupils.

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2 What are the results of your research?

Note which groups may be affected by the item; consider how they may be affected and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
<p>Age, disability, gender re-assignment, maternity / pregnancy, marriage / civil partnership, race, religion/ belief, sex, sex orientation,</p>	<p>Equality Objective 1: Ensure our workforce is reflective of our communities</p> <p>Equality Objective 2: Endeavour to minimise unlawful discrimination, harassment and victimisation and advance quality of opportunity for employees and all members of our communities</p> <p>Staff employed by the Council will include people with all of the protected characteristics and it is therefore important that they have a supportive working environment, which will enable them to be more productive.</p> <p>It is crucial that people from the protected groups are represented within the Council’s workforce so that there is a broader range of talent, which is better able to represent the community that it serves and understand their needs. This will ensure the Council develops policies and services that meet the needs of the protected groups and does not discriminate against them. It will also help ensure that equality impact assessments are undertaken as standard practice.</p>	<p>As this objective was included in the Council Strategy 2014-18, consultation will have taken place with staff as part of this process.</p>

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	<p>If more staff and Elected Members undertake the equality training, it will help to eliminate discrimination amongst the work force and promote equality of opportunity. This may in time lead to a more equitable balance amongst Members and senior management in relation to the protected characteristics.</p>	
<p>Disability, age, race, gender re-assignment, religion/belief and sex orientation</p>	<p>Equality Objective 3: Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people</p> <p>All West Berkshire residents can play a part in helping the community to be more resilient, including people from a lower socioeconomic group and those from all the protected groups. This links to the Equality Duty to foster good relations between people who do and do not share a protected characteristic as it will help to develop a better understanding between people of their strengths and needs.</p> <p>If communities are more resilient in meeting the needs of vulnerable people, this will have a positive effect on many aspects of life including employment, crime and health and wellbeing.</p> <p>It will help protect vulnerable people from becoming victims of crime and improve their health. This is because communities will be more willing to help those such as the elderly or those with learning or physical disabilities.</p> <p>It may also enable vulnerable people and people from the protected groups to feel more confident about playing a part in public life and so strengthening</p>	<p>As this objective is included in the Council Strategy 2015-19, extensive consultation has taken place as part of this process.</p>

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	<p>their local community, which will also help to eliminate discrimination and harassment.</p>	
<p>Age</p>	<p>Equality Objective 4: To close the education attainment gap</p> <p>This will benefit children from lower socioeconomic backgrounds, experiencing economic inequality, who may be vulnerable for a variety of reasons such as being in local authority care, living in poor quality housing, unhealthy diet and possibly inadequate parenting skills. It may also include children from a number of the protected groups who could be vulnerable because of their disability, race, religion or belief. By improving their chances of achieving a good standard of education, it could also improve their life chances and help to prevent them from becoming a victim/perpetrator of crime or involved in risky behaviours such as alcohol consumption, illicit drug use etc.</p> <p>This objective will therefore help to eliminate unlawful discrimination, harassment and victimisation and promote equality of opportunity.</p>	<p>As this objective is included in the Council Strategy 2015-19, extensive consultation has taken place as part of this process.</p> <p>For children growing up in poverty, the impact of poverty on their chances of educational and life success is profound. Studies have shown that family income and status are by far the most significant indicators of success in the school system (Mongon and Chapman 2008; Strand 2008).</p> <p>Data on GCSE attainment shows that children from low-income backgrounds are half as likely to get five good grades at GCSE as their classmates. As these children pass into adulthood, they are more likely to leave school at 16, more likely to become 'NEET' (not in education, employment or training) and less than half as likely to go on to higher education (Mongon and Chapman 2008; Strand 2008).</p>
<p>Further Comments relating to the item:</p>		
<p>The proposed equality objectives provide a positive step for all protected characteristics as they set out the work the Council will be undertaking to improve their life chances. This will have beneficial effects on people from all the protected groups and no negative effects were identified.</p>		

3 What actions will be taken to address any negative effects?

Action	Owner	By When?	Outcome

4 What was the final outcome and why was this agreed?

(Was the item adjusted, rewritten or unchanged? Refer to page 15 of *Meeting the Equality Duty in Policy and Decision Making* for more information.)

5 What arrangements have you put in place to monitor the impact of this decision?

Progress with the Equality Objectives will be monitored quarterly by the Including Everyone Board and a progress report will be published on the Council's website in January 2016.

6 What date is the Equality Impact Assessment due for Review?

April 2016

Signed: Rachel Craggs

Date: 17/8/15

Appendices:

(list all documents that have supported this EqIA)

Equality Objectives 2015-16
Council Strategy 2015-19