

# Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
  - Factsheet 1: Equality Profile of the Epping Forest District
  - Factsheet 2: Sources of information about equality protected characteristics
  - Factsheet 3: Glossary of equality related terms
  - Factsheet 4: Common misunderstandings about the Equality Duty
  - Factsheet 5: Frequently asked questions
  - Factsheet 6: Reporting equality analysis to a committee or other decision making body

## Section 1: Identifying details

Your function, service area and team: Communities and Partnerships- Economic Development Team

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Economic Development Report

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Date of completing the assessment: 20 December 2018

## Section 2: Policy to be analysed

2.1 Is this a new policy (or decision) or a change to an existing policy, practice or project? This report is a progress report.

2.2 Describe the main aims, objectives and purpose of the policy (or decision):

This report updates the Cabinet Committee on a number of projects, themes and issues being explored by the Economic Development Team.

What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?

Cabinet level knowledge and awareness of the current progress from the economic development team towards various work streams.

2.3 Does or will the policy or decision affect:

- service users
- employees
- the wider community or groups of people, particularly where there are areas of known inequalities?

This progress report demonstrates that social inclusion lies at the heart of everything the Economic Development Team does, but the content of the report and the associated decision to note progress does not impact on service users, employees or the wider community. The projects and work programme referred to within the report will have such impacts and, as such, those impacts would be considered as part of the Appropriate EQIA for any associated reports at the time.

Will the policy or decision influence how organisations operate?

No

2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The work reported within this report highlights the role of the Economic Development Team in expanding the council's community leadership role which is in line most particularly with one of the three key tenets of the corporate plan; 'stronger place'.</p> <p>Through this report the Economic Team work plan intends to:</p> <ul style="list-style-type: none"> <li>• Have influence on other major public sector providers and steer work to the Council's priorities.</li> <li>• Identify new opportunities and create partnerships to address local challenges and minimise financial burden to the council.</li> <li>• Target external investment in priority areas, particularly where working alone as a council we have little chance of success.</li> <li>• Deliver economic development programmes based on understanding our districts' place and identity.</li> <li>• Establish core platform and networks to deliver- One Partnership.</li> <li>• Enhance council's reputation.</li> </ul>

### **Section 3: Evidence/data about the user population and consultation<sup>1</sup>**

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? N/A
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? N/A
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: N/A

## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	N/A – As mentioned earlier this is a progress report. The impacts of the work programme contained within would need to be considered as part of any appropriate reports considered or decisions made for each individual workstream.	N/A
Disability	N/A “ “	N/A
Gender	N/A “ “	N/A
Gender reassignment	N/A “ “	N/A
Marriage/civil partnership	N/A “ “	N/A
Pregnancy/maternity	N/A “ “	N/A
Race	N/A “ “	N/A
Religion/belief	N/A “ “	N/A
Sexual orientation	N/A “ “	N/A

## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No	

## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.

## **Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: Julie Chandler

Date: 03/01/2019

Signature of person completing the EqlA: M Warr

Date: 03/01/2019

## **Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.