Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: Community & Wellbeing Directorate – Community, Culture & Wellbeing service, Epping Forest Youth Council

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

Title of policy or decision: Epping Forest Youth Council annual report and expenditure of core funds.

Officer completing the EqIA: Vanessa Gayton: Ext:4559

Email: vgayton@eppingforestdc.gov.uk

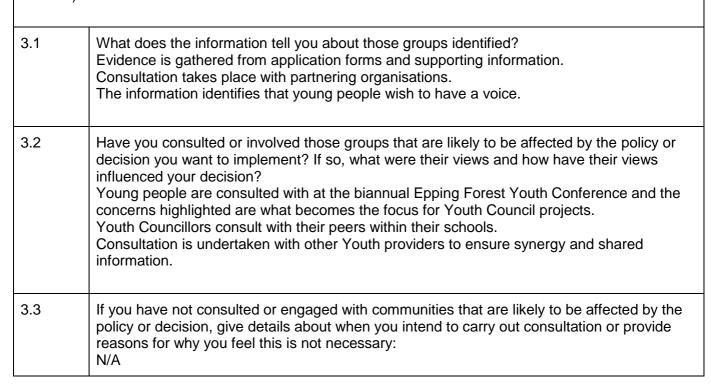
Date of completing the assessment: 14th February 2022

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? No, it is part of an ongoing decision-making process.	
2.2	Describe the main aims, objectives and purpose of the policy (or decision): EFDC core funds enables the Epping Forest Youth Council to deliver targeted projects which benefit young people and the residents of Epping Forest. What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)? The projects delivered are designed taking in to account the concerns currently facing young people and the support they require which will impact positively on local people's lives and build stronger communities.	
2.3	Does or will the policy or decision affect:	
2.4	Will the policy or decision involve substantial changes in resources?	
2.5	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?	



Section 3: Evidence/data about the user population and consultation¹

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, e.g. service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).



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	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes. (The age range applied is 12 – 17 years)	L
Disability	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes no matter what their ability or disability may be.	L
Gender	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people of any gender; all groups can benefit from the outcomes.	L
Gender reassignment	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people of any gender; all groups can benefit from the outcomes.	L
Marriage/civil partnership	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes including those who are married or within civic partnerships.	L

Pregnancy/maternity	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes.	L
Race	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes irrespective of race.	L
Religion/belief	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes irrespective of religion/belief.	L
Sexual orientation	Positive Epping Forest Youth Council criteria ensures that no unfair restrictions on membership/ participation is acceptable in terms of accessing support. Although projects are designed for young people all groups can benefit from the outcomes, irrespective of sexual orientation.	L

Section 5: Conclusion					
		Tick Yes/No as appropriate			
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No 🔀			
		Yes 🗌	If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.		

Section 6: Action plan to address and monitor adverse impacts Is this required?

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:	Date: 16/4/22
Signature of person completing the EqIA: V Gayton	Date: 14.02.22

Advice

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