

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: 15th February 2023

Section 2: Policy to be analysed

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| 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 | <p>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)?</p> <p>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.</p> |
| 2.3 | <p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>The decision will affect the wider community, including groups of people where there may be inequalities.</p> <p>Will the policy or decision influence how organisations operate? The Youth Council will continue to collaborate with partners to develop practical solutions to very real problems and concerns and fears facing young people in our communities.</p> |

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| 2.4 | Will the policy or decision involve substantial changes in resources? No |
| 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? No |

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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).

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| 3.1 | <p>What does the information tell you about those groups identified? Evidence is gathered from application forms and supporting information. Consultation takes place with partnering organisations. The information identifies that young people wish to have a voice.</p> |
| 3.2 | <p>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? Young people are consulted with at the biannual Epping Forest Youth Conference and the concerns highlighted are what becomes the focus for Youth Council projects. Youth Councillors consult with their peers within their schools. Consultation is undertaken with other Youth providers to ensure synergy and shared information.</p> |
| 3.3 | <p>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</p> |

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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 |
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| Marriage/civil partnership | <p>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.</p> | L |
| Pregnancy/maternity | <p>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.</p> | L |
| Race | <p>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.</p> | L |

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| Religion/belief | <p>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.</p> | L |
| Sexual orientation | <p>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.</p> | L |

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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 <input checked="" type="checkbox"/> | |
| | | Yes <input type="checkbox"/> | If ' YES ,' use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place. |

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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. |
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Section 7: Sign off

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

Signature of Head of Service: *Gill Watts*

Date: 15.2.23

Signature of person completing the EqIA: *V Gayton*

Date: 15.02.23

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.

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