

# 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: Corporate

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

Title of policy or decision: Accommodation Project

Officer completing the EqlA: Email: sjevans@eppingforestdc.gov.uk

Date of completing the assessment: 07/10/2019

## 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? Change to existing practice.   |
| 2.2 | <p>Describe the main aims, objectives and purpose of the policy (or decision):<br/>Maximise the beneficial use of Council land holdings. Catalyst for transformational change in working practice. Improve accommodation provision whilst realising ongoing running cost efficiencies</p> <p>What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)?</p> <ul style="list-style-type: none"><li>(a) a focus on Customer Service, 'placing them at the heart of everything we do';</li><li>(b) create an improved, modern, affordable and value for money working environment that reflects positively on the image of the Council;</li><li>(c) a transformation and culture change across the Council involving new and agile ways of working across teams;</li><li>(d) a contribution to the economic development aspirations for the District, through the Local Plan, by releasing the rear of the Civic Building site as soon as possible and not later than 5 years' time; and</li><li>(e) minimised disruption to service delivery during refurbishment.</li><li>(f) Create opportunities to co located with partners and to create workspaces for businesses to increase income.</li></ul> |
| 2.3 | <p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> <p>Yes</p> <p>Will the policy or decision influence how organisations operate?<br/>No expected service delivery reduction.</p>  |

|     |   |
|-----|---|
| 2.4 | Will the policy or decision involve substantial changes in resources?<br>No, the capital investment into the building is required due lifecycle expiry of key elements. Costs will enhance the capital value of the building providing a further 40 years of use. |
| 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?<br>Decision links to the delivery of the Local Plan.  |

### **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 | <p>What does the information tell you about those groups identified?</p> <p>Background papers culminating in an outline case engaged staff and pilot areas are in operation regarding new ways of working. No adverse impacts on any group raised to this point.</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?</p> <p>Communities, customers and partners have been engaged formally and informally as each element of the programme is progressed. Members have been consulted and will input further into the member room design.</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:</p> <p>N/A</p>   |

## Section 4: Impact of policy or decision

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

| <b>Description of impact</b> | <b>Nature of impact</b><br>Positive, neutral, adverse<br>(explain why)  | <b>Extent of impact</b><br>Low, medium, high<br>(use L, M or H) |
|------------------------------|---|---|
| Age                          |   | M   |
| Disability                   | Positive;   | M   |
| Gender                       | The work will have a positive effect on all of the identified equality groups as all accommodation changes will deliver an equal or improved offer. | M   |
| Gender reassignment          |   | M   |
| Marriage/civil partnership   |   | M   |
| Pregnancy/maternity          |   | M   |
| Race                         |   | M   |
| Religion/belief              |   | M   |
| Sexual orientation           |   | M   |

## Section 5: Conclusion

|     |  | Tick<br>Yes/No as<br>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 ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place. |

## 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. |
|---|----------------------------------|-----------------------------|
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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: S Jevans

Date: 19/05/2020

Signature of person completing the EqIA: S Jevans

Date: 19/05/2020

**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, eg after a consultation has been undertaken.