



Your Guide to Equality Impact Assessment (EIA)

For Lead Person's Reference:

Children & Young People Overview and Scrunity Committee – 16 March 2010
Youth Outreach Scrutiny Review update – Reconfiguration of Youth Service

**Jacqui Cross (Equality & Diversity Co-ordinator)
Corporate Services, Corporate Policy**

(Final Version) 8 February 2008

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Equality Impact Assessment

What is it?

It is a self-assessment tool to help our council departments and services look at the likely positive and negative impact of their work on staff, members, service users / customers, partnerships, individuals and communities with regards to equality of opportunity in employment and service delivery.

The aim is to identify both positive and negative outcomes, and to take appropriate action to minimise or remove the negative outcomes.

Why do we need to do it?

The council is committed to ensuring that it delivers all of its services in a fair and equal way. It also pledges to develop an inclusive and recruitment and selection procedure aimed at creating a strong and diverse workforce. This two-pronged approach ensures that we work towards removing barriers to our services and actively promote and support diversity.

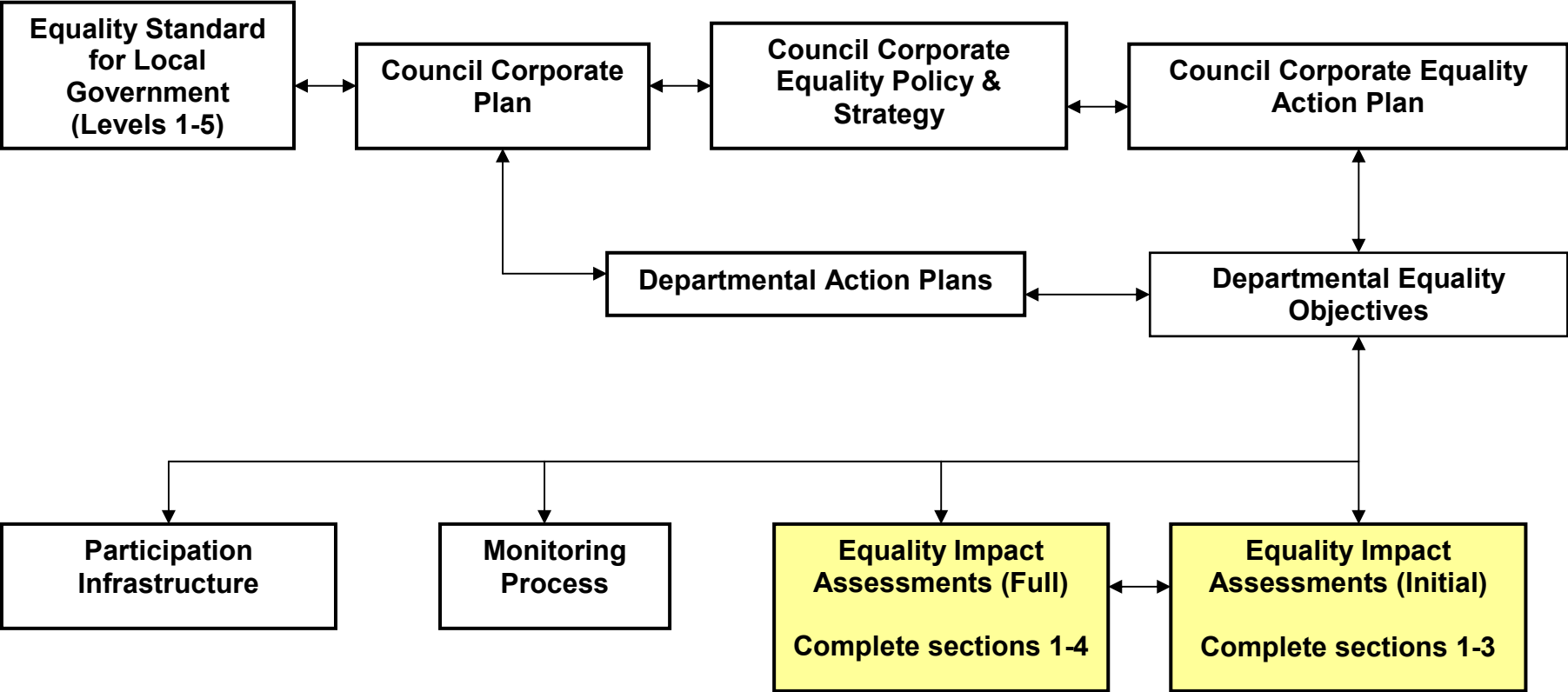
There have been some recent legislative changes in this area, including the requirement to create a gender equality scheme and increased expectations in tackling discrimination on the grounds of religion and faith, disability, age and sexual orientation. The legislation has also brought in the requirement to not only tackle discrimination but to actively promote diversity. This is a significant change to our responsibilities and one that will require us to act in different ways.

The council's equality and diversity policy draws together in one document the legislative process, the council's service delivery commitments, employment commitments and policy statements in relation to the six pillars of the equality standard, which are:

- Age
- Disability
- Race
- Religion or Belief
- Gender
- Sexual Orientation

The Equality Standard for Local Government helps us to measure progress towards promoting diversity. The standard has five levels and Wirral council is currently at level two. In order to meet the requirements of the standard we need to ensure we carry out Equality Impact Assessments on all council functions, services, projects, strategies and policies.

Corporate overview of the process



Equality Impact Assessment

Section 1: Your details

(1.1) Department: Children and Young People's Department

(1.2) Division: Participation & Inclusion

(1.3) Assessment Lead: Maureen Mc Daid/ Lindsay Davidson/ Peter Edmondson

(1.4) Telephone:666-4508/ 637-6370

(1.5) Email:maureenmcdaid@wirral.gov.uk

(1.6) Who else will be involved in the process? (see guidance note 1)

Peter Edmondson – Head of Branch (Participation & inclusion)

(1.7) Please sign & date this form (signed) (date)

Guidance Note 1:

For Initial EIA's it is best practice to involve the service / function manager, equality and diversity lead(s) and relevant frontline staff.

For Full EIA's it is best practice to involve the service / function manager, equality and diversity lead(s), relevant frontline staff, customers, appropriate external agencies, and the voluntary and community sector

Section 2: What is to be assessed?

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Strategy

(2.2) Is this a new or existing service / function / project / strategy / policy? (please state)

New Strategy

(2.3) Which equality impact assessment are you completing?

Initial or Full

Guidance Note 2:

Service = your department / service area and its employees

Functions = your department / service area's activities

Projects = your department / service area's work programmes

Strategy = a plan of action intended to accomplish a specific goal

Policy = a plan of action to influence and determine decisions, actions and other matters

Procedure = a series of steps taken to implement a policy

Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
Disabled People	1. Improved access to facilities in young clubs. 2. Better Youth Offer taking account of the wishes and needs of disabled young people.	1. Disabled people may not be aware of these opportunities	1. medium
Lesbian, Gay & Bisexual People	1. More access to information and advice through the provision of advice sessions in Hubs.	Provision may not meet the needs of Lesbian, Gay & Bisexual Young People want	Medium
Women	1. The provision is for young people aged 13-19. Positive impact for women is provision for young people in their care of a safe youth offer which is available five nights including week-ends.	No negative impact	
		No negative impact	

Men	1. The provision is for young people aged 13-19. Positive impact for men is provision for young people in their care of a safe youth offer which is available five nights including week-ends.		
Transgendered People	The provision is for young people aged 13-19. Positive impact for Transgendered people is provision for young people in their care of a safe youth offer which is available five nights including week-ends.	No negative impact	
Black & Racial Minority People (please state which group)	The provision of a safe youth offer available over five nights including week-ends will have a positive impact on young Black and Minority Racial young people aged 13-19	1.Youth offer might not appeal to Black and Racial Minority young people. 2. Young people may not feel safe travelling outside their area	Medium Medium
Older People (60+)	1.Positive Impact as reconfiguration seeks to engage young people in Hubs and youth clubs and take them off the streets- This will address older people's fear of young people on the streets.	1. Increased numbers of young people will be using facilities in housing estates. There may be an increased fear of dis-order	Please turn over 1. Monitor the areas where this is a possibility and work with residents to ensure there is order when

			young people are coming to and leaving Hubs/ clubs 1. Medium
Younger People (17-25) and Children Please state male or female	1. Positive Impact as reconfiguration seeks to engage young people in Hubs and youth clubs and take them off the streets. 2. Improved offer of activities to engage with young people.	1. Young people may feel that provision is too far from where they live. 2. young people may not feel safe leaving their areas	1. Medium 2. Medium
Religious / Faith Groups	1. Reconfiguration aims to provide positive activities and engage young people from diverse backgrounds. The provision will promote tolerance and respect.	No negative impact	
Other excluded groups (please state)	Young people at risk, The work of Positive Activities For Young People (PAYP) seeks to engage this group of young people. Planning at District level will take account of these groups and liaise with providers of these specific activities to promote inclusion.	No negative impact	

Note: If you have rated any negative impact(s) as 'High' please go straight to Section 4 to complete a full assessment.

Note: If you have rated any negative impact as 'Low' or 'Medium please complete the rest of this section on pages 9 and 10.

Guidance Note 3: How to assess negative impacts

Low = It is not discriminatory according to current legislation. However, it might not be seen as being in line with best practice.

Medium = It is not discriminatory according to current legislation. However, it is not in line with the council's Corporate Equality Policy and/or Strategy

High = It is discriminatory according to current anti-discrimination legislation (i.e. it is unlawful), and therefore contravenes the council's Equality Policy

3.2 Please list below any actions that you plan to take as a result of any negative impact

Low or medium negative impact	Action required to remove or minimise the impact	Lead person	Timescale	Resource implications	Any other comments
Medium – Disabled people may not be aware of these activities	1. Liaise with groups working with disabled young people to promote the activities. (Positive Contribution Strategy Group) 2. Advertise through the new young people's website	1. Maureen Mc Daid 2. Lindsay Davidson	1. Bi-monthly 2. Monthly	1. Ongoing work 2. Website editor in post.	
Medium -Provision may not meet the needs of Lesbian, Gay & Bisexual Young People want	1. Through Positive Contribution Strategy group ensure the opportunities are promoted. 2. Ensure there is consultation with young people who are Gay, Lesbian & Bisexual.	1. Maureen Mc Daid 2. Lindsay Davidson	1. Bi-monthly	1. Part of ongoing work.	
Medium 1..Youth offer might not appeal to Black and Racial Minority	1. Liaise with officers from Black and racial Minority	1. Maureen Mc Daid	1. Bi-monthly meetings with Link Forum	1. Part of ongoing work.	

<p>young people. 2. Young people may not feel safe travelling outside their area</p>	<p>groups to ensure young people from Black and Racial minority groups are involved in programme planning and decision making. 2. Involve young people from Black and racial Minority groups in District Youth Forums and the decision making process.</p>	<p>2. Lindsay Davidson</p>	<p>2. Bi-monthly meetings of District Youth Forums</p>	<p>2. Part of planned work.</p>	
<p>Medium 1. Increased numbers of young people will be using facilities in housing estates. There may be an increased fear of disorder</p>	<p>1. Monitor the areas where this is a possibility and work with residents to ensure there is order when young people are coming to and leaving Hubs/ clubs</p>	<p>1. Hub Managers</p>	<p>1. Prior to Hubs opening then review at appropriate residents meetings.</p>	<p>1. Planned work</p>	

3.3 Could you improve the positive impact(s)? Please explain how

Key to ensuring the positive impacts are achieved is that monitoring and review is built into ongoing work. Impacts can be monitored as part of Youth and Play Service Advisory Committee Reports.

3.4 If you have identified no negative impact, then please explain how you reached that decision

Regarding the no negative impact decisions, these are based on the view that the target group for this strategy is young people aged 13-19. Women, men, Transgendered people will benefit from the availability of positive and safe activities for young people who may be in their care.

Thank you for completing the initial assessment (please email a copy of this report to jacquicross@wirral.gov.uk)

Please note that the lead assessment person is responsible for ensuring the actions on pages 9 and 10 are incorporated into your departmental plan.

Section 4: Now let's do the Full Equality Impact Assessment (only to be completed if any negative impact was identified as 'high')

4.1 Looking back at pages 7 & 8, in which equality areas are there concerns?

- Disability
- Sexual Orientation
- Gender
- Race
- Age
- Religion & Faith

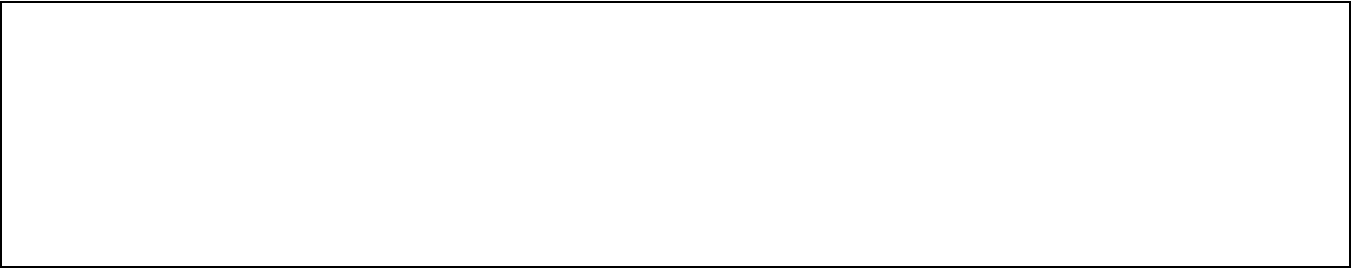
4.2 Please summarise the negative impact (s)

4.3 What consultation has taken place with local people / groups in order to complete this full EIA?

4.4 What consultation has taken place with Wirral Council staff / members / those we work in partnership with / those we contract with in order to complete this full EIA?

4.5 What equality group research / studies / reports have you referred to in order to complete this full EIA?

4.6 What monitoring / evaluation process do you use to collect equality group data (quantitative and qualitative)?



4.7 Please list below any actions that you plan to take as a result of this full equality impact assessment

High Negative Impact	Action to be taken	Lead person	Timescale	Resource implications	Any other comments

Thank you for completing the full assessment (please email a copy of this report to jacquicross@wirral.gov.uk)

Please note that the lead assessment person is responsible for ensuring the above actions are incorporated into your departmental plan.

User Reference Guide

Legislation

There are currently 6 strands to the framework of UK equality legislation:

1. Gender: Sex Discrimination Act 1975, Gender Recognition Act 2004
2. Race: Race Relations Act 1976
3. Disability: Disability Discrimination Act 1995
4. Sexual Orientation: Employment Equality [Sexual Orientation] Regulations 2003
5. Religion & Belief: Employment Equality [Religion or Belief] Regulations 2003
6. Age: Employment Equality [Age] Regulations 2006

For further information and to view amendments to the above Acts please visit www.equalityhumanrights.com (Equality & Human Rights Commission).

Equality Standard for Local Government

Improvement & Development Agency	www.idea.gov.uk
Local Government Association	www.lga.gov.uk
Audit Commission	www.audit-commission.gov.uk
Government Equalities Unit	www.womenandequalityunit.gov.uk

Useful Websites

Age Concern	www.ageconcern.org.uk
Breakthrough UK	www.breakthrough-uk.com
Communities & Local Government	www.communities.gov.uk
Disability Now	www.disabilitynow.org.uk
Discrimination at Work Issues	www.direct.gov.uk
Sexual Orientation Issues	www.lgf.org.uk
Women's Issues	www.womenandequalityunit.gov.uk
Trans People's Issues	www.pfc.org.uk
Race Issues	www.runnymedetrust.org
Younger People's Issues	www.nya.org.uk