



Your Guide to Equality Impact Assessment (EIA)

For Lead Person's Reference:

Children & Young People Overview & Scrutiny Committee – 16 March 2010
Youth Outreach Scrutiny Review update – YP Alcohol Intervention Programme

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

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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.

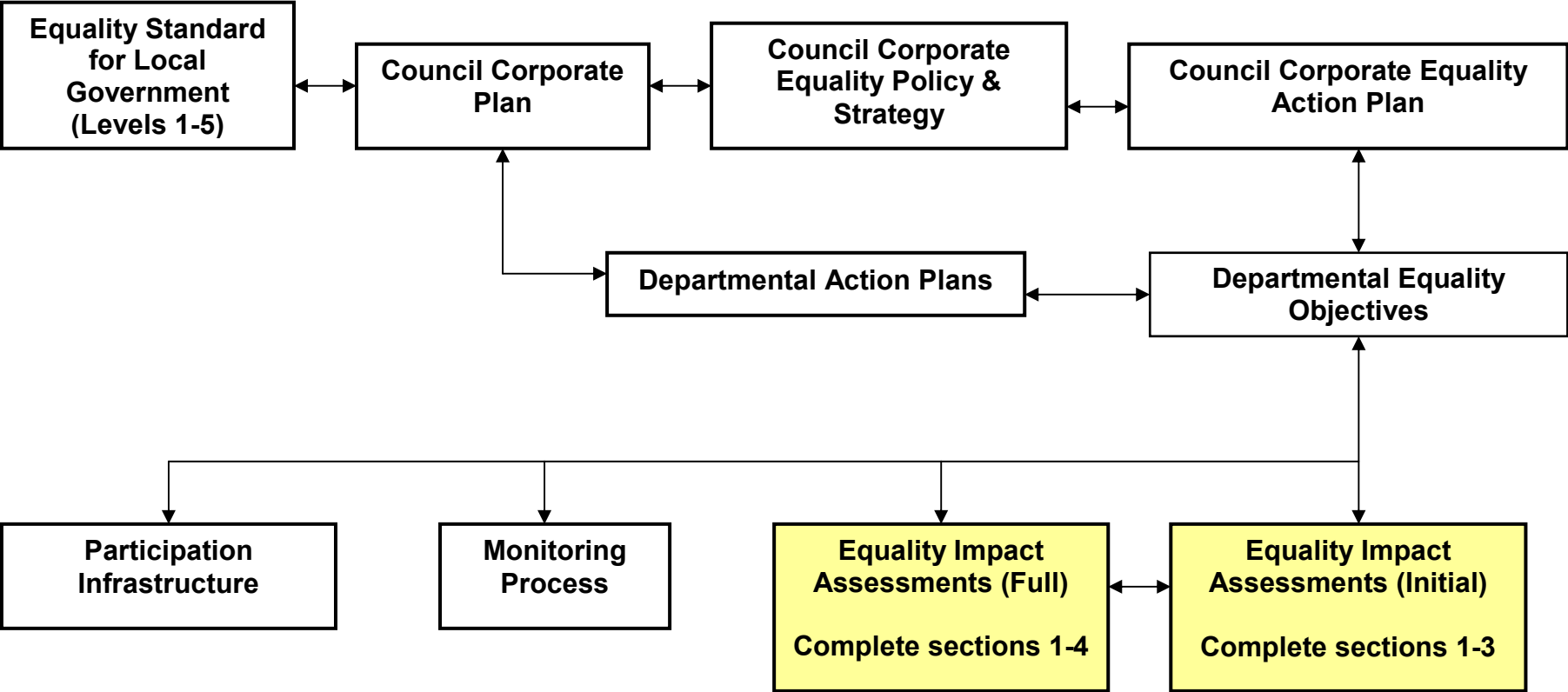
There have been some recent legislative changes in this area, including the requirement to create a gender equality scheme and increased expectations in tackling discrimination on the grounds of religion and faith, disability, age and sexual orientation. The legislation has also brought in the requirement 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

(1.4) Telephone: 666-4508

(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)
Pat Rice – Head of Response

(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)

The Young people's Alcohol Intervention Project

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

(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.Support for young people who may be disabled and who are using alcohol.		
Lesbian, Gay & Bisexual People	1. The project is aimed at young people abusing alcohol and is not for a specific group.		
Women	1Mothers/ carers will be offered support if young people in their care are found to be abusing alcohol.		
Men	1. There will be support for fathers/carers if young people in their care are found to be abusing alcohol		

Transgendered People	1. Positive impact as support will be offered to transgendered people if young people in their care are found to be abusing alcohol.		
Black & Racial Minority People (please state which group)	1. There will be a positive impact as support will be offered to Black and racial minority young people who are found to be abusing alcohol.	1. Potential impact on Black and racial Minority People. Police statistics reflect more Black and racial Minority young people are stopped.	Medium
Older People (60+)	1. Positive impact as this work targets young people on streets who are using alcohol and also perceived as being anti social and threatening to older people.		Please turn over
Younger People (17-25) and Children Please state male or female	1. Positive impact as young people found to be abusing alcohol will be offered additional support to stop abusing alcohol.		
Religious / Faith Groups	. Positive impact as this project tackles teenage drinking and subsequent offensive and anti social behaviour.		

Other excluded groups (please state)			

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
Risk of more Black and Racial Minority young people being stopped by police as part of the Young people's Alcohol Intervention Project.	Monitor the statistics regarding young people engaged in project. Will report any concerns to Race hate Monitoring Group.	Head of Response-	quarterly	Part of monitoring returns as required by project.	

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

Put more information about the project on the Council website and make sure the project is publicised.

Report impact of project through appropriate monitoring review groups.

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

The decision regarding no negative impact has been reached on the basis that this project tackles alcohol abuse in young people. Young people abusing alcohol can be antisocial, offensive and a cause for concern by their parents. The interventions provided through this project seek to provide support which will address the behaviour in young people and the concerns of the different equality groups.

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

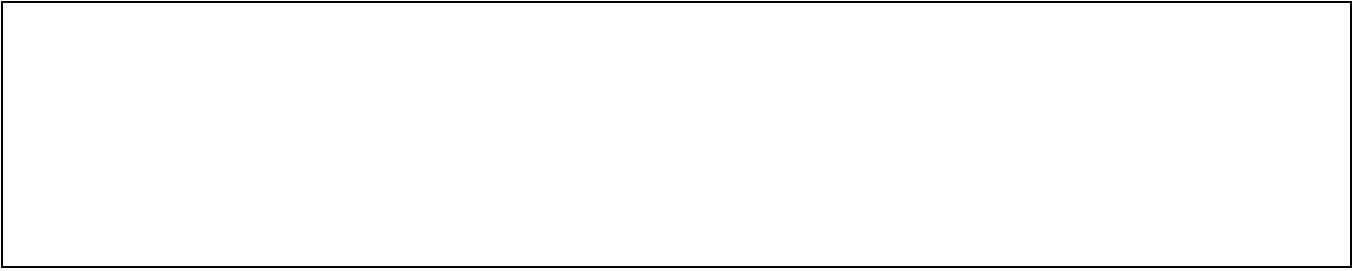
4.2 Please summarise the negative impact (s)

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