

Blaenau Gwent County Borough Council
Cyngor Bwrdeisdref Sirol Blaenau Gwent

Equalities Impact Assessment

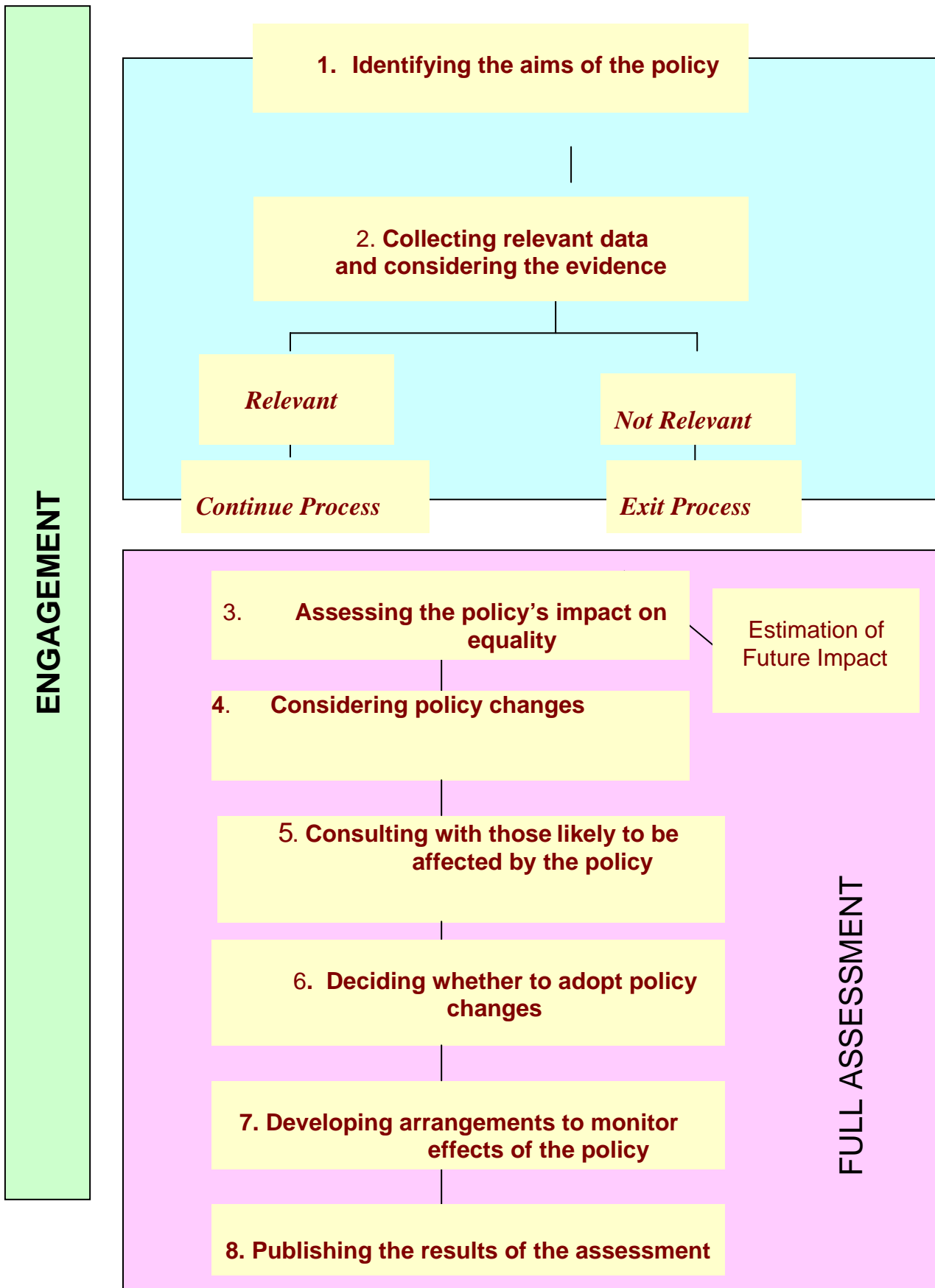
EQUALITY IMPACT ASSESSMENT PROCESS

As a result of the Race Relations Amendment Act 2000, the authority has a specific duty to conduct Race Equality Impact Assessments. Due to the Disability Equality Duty, Welsh Language Act and the Gender Duty it has been decided that it would be sensible both in financial and human resources terms to conduct generic impact assessments covering all of the equality strands.

The purpose of this document is to help assess if the policy in question helps the Council to achieve its legal duties in respect of equality. The equality strands under consideration here include **race, gender, sexuality, disability, religion, belief/ Non belief, age and the Welsh language.** This document will also help to identify areas for improvement, to ensure compliance with relevant legislation and to ensure that equality is mainstreamed into the policy framework.

In ensuring that policies and services are planned and delivered in a non-discriminatory manner, the Council will continue to strive to create and support a culture, which enables the mainstreaming of equality issues into Council policies and services. The Council strives to increase public confidence in the fairness of its policies and services.

FIGURE 1. THE EQUALITY IMPACT ASSESSMENT PROCESS



EQUALITY IMPACT ASSESSMENT

The Impact Assessment process is a process that enables an organisation to consider the effects of its decisions, policies or services on different communities, individuals or groups.

It involves anticipating or identifying the consequences of this work on individuals or group of service users/employees and making sure that any negative effects are eliminated or minimised and opportunities for promoting positive effects are maximised.

As a result of this, the services provided should be improved and meet the needs of those using them. This authority has decided to carry out generic impact assessments that will cover all 7 of the equality strands

Section C – THE AIMS OF THE POLICY

IDENTIFYING THE AIMS OF THE POLICY AND HOW IT WILL WORK

Identifying the aims of the policy at the outset of its

Residents, developers, businesses etc.

Section D – COLLECTING RELE

D1. Were experts/relevant groups involved in the formulation of this policy?

(Please tick one box)

Yes 9 Go to D2.

No † Go to D3.

D2. If yes, please indicate who these experts/relevant groups were?

(Please specify below)

LDP Steering group and stakeholders e.g WAG, CCW, EA, CADW, GGAT, Welsh
Water etc.

D3. Please identify which of the following data sources and evidence were used to develop the policy? (Please tick all that apply)

- 9 **Secondary Data & Statistical Sources**, e.g. Census, WIMD, ONS Data, Stats Wales, Nomis, Equality Data

ASSESSING THE POLICY'S IMPACT ON EQUALITY

This is the most challenging step in the equality impact assessment process, requiring the interpretation of information and research to assess whether a detrimental impact is likely to occur for specific groups and individuals as a consequence of the policy or strategy being implemented. An adverse impact is likely to be evident when the direction of the policy is potentially different that that for which it was intended. It may be an unintended consequence of having developed a policy based upon the experience of one particular group, to the detriment of others. If an adverse effect is identifiable, policy

and on

of the

e
or
nk
es the

cy

to be
?

†

(13)

†

.....
.....

E3. Are there any specific resource implications linked to these modifications?
(Please tick one box)

Yes † Go to E3b.

E3b. If yes, what are the resource implications? (Please specify below)

.....
.....

E3c. E3c

PART TWO –POLICY ASSESSMENT

Section F - Assessing The Policy's IMPACT On Equality

Group	Adverse Impact?	What is the impact?	Direct or Indirect Discrimination	What has been done to prevent the impact?	What further action is required?
Race, ethnicity, colour, nationality	Yes † No †				
Gender	Yes † No †				
Religion/Belief	Yes † No †				
Disability	Yes † No †				

Welsh Language	Yes † No †					
Age	Yes † No †					
Sexual Orientation	Yes † No †					
Transgender	Yes † No †					

DISCRIMINATION

Note: Please ensure that the following section is completed thoroughly and effectively as if the policy is directly or indirectly discriminatory under relevant equality legislation it may mean the policy is unlawful, and could be subject to challenge. If you need further advice and guidance on this matter please contact Alan Burkitt, Equality Officer.

Direct discrimination is where as a consequence of prejudice; a person is treated less favourably on the grounds of his/her Gender, Age, Disability, Race, Language, sexuality, or religion.

Indirect discrimination is where a provision or practice is applied equal to all but has an adverse affect on a particular group.

For further definitions and examples please consult the Equality Glossary appended to this document.

F2. Was the policy directly or indirectly discriminatory? (Please tick one box)

- | | | | |
|------------|--------------------------|---|-----------|
| Directly | <input type="checkbox"/> | → | Go to F3. |
| Indirectly | <input type="checkbox"/> | → | Go to F3. |
| Neither | <input type="checkbox"/> | → | Go to F4. |
| Unsure | <input type="checkbox"/> | → | Go to G1. |

F3. If discriminatory, was this justified by the policy's aims and importance?

(Please tick one box)

- | | | | |
|-----|--------------------------|---|------------|
| Yes | <input type="checkbox"/> | → | Go to F3b. |
| No | <input type="checkbox"/> | → | Go to F5. |

Is this justified? (Please specify below)

.....

.....

.....

If discriminatory, did the policy have an adverse impact on certain

(Please tick one box)

- | | | |
|--------------------------|---|------------|
| <input type="checkbox"/> | → | Go to F4b. |
| <input type="checkbox"/> | → | Go to F5. |

Does it have an adverse impact on certain groups? (Please specify below)

.....

.....

.....

Will it have an adverse impact in the future? (Please tick one box)

Go to F5b

Follow Instructions below

Does it have an adverse impact in the future? (Please specify below)

.....

Section G – Consulting with those likely to be affected by the policy

G1. As a consequence of the modifications, will it be necessary to undertake a further consultation exercise? (Please tick one box)

- Yes Go to H1b.
No Go to Section I.

G1b. If yes, what type of consultation will be undertaken? (Please tick all that apply)

- | | | | |
|------------------------------------|--------------------------|-------------------------|--------------------------|
| Formal Policy Consultation Process | <input type="checkbox"/> | Focus Groups/ Workshops | <input type="checkbox"/> |
| Respond by Questionnaires/Surveys | <input type="checkbox"/> | Forums | <input type="checkbox"/> |
| Public Meetings | <input type="checkbox"/> | E-Consultation | <input type="checkbox"/> |
| Road show | <input type="checkbox"/> | Other (please specify) | <input type="checkbox"/> |
-
-

G2. Please summarise who is expected to respond to the consultation process? (Please specify below)

.....

.....

G3. Are any of the following being considered for the Consultation?
(Please tick all that apply)

- | | | | |
|------------------------------------|--------------------------|------------------------------|--------------------------|
| Available in Welsh Language | <input type="checkbox"/> | Available in Audio Format | <input type="checkbox"/> |
| Available in Alternative Language | <input type="checkbox"/> | Proactively targeting groups | <input type="checkbox"/> |
| Available in Braille | <input type="checkbox"/> | Interactive Consultation | <input type="checkbox"/> |
| Available in Easy-to-Read Format | <input type="checkbox"/> | Electronic Consultation | <input type="checkbox"/> |
| Available in British Sign Language | <input type="checkbox"/> | Other (please specify) | <input type="checkbox"/> |

Section H –Policy Decisions

H 1. As a consequence of this EqIA, what is the decision from the appropriate Departmental Management Team? (Please tick one box)

- Reject Proposed Changes
- Leave Policy unchanged
- Leave Policy unchanged until next review / evaluation

Section I – Arrangements to Monitor the effects of the policy

Monitoring the effects of the policy once it is in operation is an essential part of the impact assessment process, ensuring that the policy does not have a discriminating or adverse impact upon particular groups or individuals. It is therefore important to give consideration to the way in which the policy will be monitored and reviewed during the early stages of its development, perhaps piloting the policy to see its actual effects on individuals and groups.

i1. Do the monitoring arrangements for this policy collect and analyse information in relation to the effects of the policy on equality information?

(Please tick one box)

- Yes Go to i2.
- No Go to i4.

i2. If yes, which equality information does the monitoring arrangement for this policy affect? (Please tick one box)

- | | | | |
|--------------------------------------|--------------------------|------------------------|--------------------------|
| Race, ethnicity, colour, nationality | <input type="checkbox"/> | Welsh Language | <input type="checkbox"/> |
| Gender | <input type="checkbox"/> | Age | <input type="checkbox"/> |
| Religion/Belief | <input type="checkbox"/> | Sexual Orientation | <input type="checkbox"/> |
| Disability | <input type="checkbox"/> | Other (please specify) | <input type="checkbox"/> |

i3. How are results and analysis from the monitoring used?

(Please specify below)

.....

.....

i4. When is the policy due to be reviewed/evaluated?

(Please specify below)

.....

Section J - Undertaking this EqIA

PUBLISHING THE RESULTS OF THE ASSESSMENT

It is a legal requirement of the Race Relations (Amendment) Act that public service organisations must publish the results of the impact assessments they have undertaken. This information should be placed within the public domain for all individuals to access should they wish to do so e.g. the Council's Internet site. The information could also take the form of a report and be attached to reports for Scrutiny or Council to view, and any such report should contain a description of the proposed policy, an explanation of the process of impact assessment and an analysis of the effects of the policy upon different groups and individuals. It should detail any actions that need to be carried out to improve knowledge and understanding or mitigate adverse impact.

Review date.....



For further Information please contact:

Planning Policy Team
Blaenau Gwent County Borough Council
Business Resource Centre
Tafarnaubach Industrial Estate
Tredegar, Blaenau Gwent
NP22 3AA

Tel. 01495 354740/355538/355544/355501
email. planningpolicy@blaenau-gwent.gov.uk
or visit www.blaenau-gwent.gov.uk

