

Equality Impact Assessment - Preliminary Assessment Form

<i>Title of the strategy, policy, service, or project:</i>		Equality, Diversity, and Inclusion Policy
<i>Service Area:</i>	All	
<i>Lead Officer:</i>	Shabir Abdul, Equality Diversity and Inclusion Officer	
<i>Date of assessment:</i>	12/23	Policy
<i>Is the strategy, policy, service (procedure) or project:</i>		
<i>Changed</i>	<input type="checkbox"/>	
<i>New</i>	<input checked="" type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the strategy, policy, procedure or project?

The overall objectives of the Equality, Diversity, and Inclusion Policy (the Policy) are to:

- Support the delivery of the Equality, Diversity, and Inclusion Strategy and Action Plan
- Enable the achievement of the five corporate equality objectives;
 - Encourage and enable a skilled and diverse workforce, to build a culture of equality, diversity, and inclusion in everything we do
 - Demonstrate inclusive leadership, partnership, and a clear organisational commitment to being a leader in equality, diversity, and inclusion in the District
 - Involve and enable diverse communities to play an active role in society and put the residents' voice at the heart of decision-making
 - Deliver responsive services and customer care that is accessible and inclusive to individuals' needs and respects cultural differences
 - Understand the District's diverse communities and embed that understanding in how policy and practice are shaped across the Council.

2. Who is intended to benefit from the strategy, policy, procedure or project and how?

The policy applies to all Elected Members, employees and other workers, such as agency workers, temporary workers, contractors and anyone otherwise engaged in Council activities such as volunteers.

The Equality, Diversity, and Inclusion Policy sets out how the Council will treat people fairly, reduce inequalities in South Derbyshire, and comply with statutory and other obligations under the Equality Act 2010 and other relevant legislation covering equality and human rights.



3. What outcomes do you want to achieve?

The Council acknowledges and welcomes its legal obligations as the minimum standard to achieve and through this Policy and EDI Strategy 2021-2025 and Action Plan will work toward improving and maintaining standards and be accountable to the community we serve.

The specific outcomes are set out in the Equality, Diversity, & Inclusion Strategy Action Plan and progress will be reported via the EDI Steering Group on a quarterly basis and to full Council annually.



Section 2 – What is the impact?

4. Summary of anticipated impacts. *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc. [Hyperlinks to supporting information about the protected characteristics listed below can be found here.](#)*

	Potentially positive impact	Potentially negative impact	No disproportionate impact
Age	X	<input type="checkbox"/>	<input type="checkbox"/>
Disability and long-term conditions	X	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	X	<input type="checkbox"/>	<input type="checkbox"/>
Marriage or civil partnership	X	<input type="checkbox"/>	<input type="checkbox"/>
Pregnant women and people on parental leave	X	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	X	<input type="checkbox"/>	<input type="checkbox"/>
Race	X	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	X	<input type="checkbox"/>	<input type="checkbox"/>
Sex (Gender)	X	<input type="checkbox"/>	<input type="checkbox"/>



Section 3 – Recommendations and monitoring

If you have answered that the strategy, policy, procedure or project could potentially have a negative impact on any of the above characteristics then a full Equality Impact Assessment will be required.

5. Should a full EIA be completed for this strategy, policy, procedure or project?

Yes

No

The Council's approach to progressing equality, diversity, and inclusion is one which includes everyone, regardless of background or characteristics.

The purpose of our Equality, Diversity, and Inclusion Policy is to evidence how the Council will continue to progress work to meet the General and Public Sector Equality Duty and having a positive impact for all nine protected characteristics as well progressing work to address any form of disadvantage or discrimination.

Our Action Plan sets out the specific actions and expected outcomes we hope to deliver in relation to these protected groups under the Equality Act 2010 as well as other areas where people are suffering a disadvantage in society.

By achieving the objectives set out in this Policy the Council will deliver positive outcomes for individuals and communities in service design, delivery and employment. Everyone in District will benefit from the positive outcomes achieved through this Policy including employees, residents and partners.

Section 4 – Approval

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

Reviewed by Head of Service	Name:	<i>F Pittam</i>
	Date:	19/12/2023

If further information regarding this assessment is required, please contact the Lead Officer for this assessment (outlined in Section 1.)

