

Equality Impact Analysis Full Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you analyse decisions of high relevance to equality, and/or of high public interest.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report (section 08 of this tool) and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Full Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2012/13 Quarter 1
Name and details of policy, strategy, function, project, activity, or programme	Fulham Court and Barclay Close Investment Plan This is an investment strategy for two housing estates in the borough.
Lead Officer	Name: Neil Kirby Position: Interim Senior Regeneration Manager Email: neil.kirby@lbhf.gov.uk Telephone No: 8753 1722
Date of completion of final EIA	09/03/2012

Section 02	Scoping of Full EIA			
Plan for completion	The EIA on the Investment Plan is set out below. Approval to this plan is expected to be granted by Cabinet on 16 th April 2012. Lead Officer: Neil Kirby			
What is the policy, strategy, function, project, activity, or programme looking to achieve?	Area-based improvements This Investment Plan is designed to address the physical, social and economic issues facing the residents of the Fulham Court and Barclay Close Estates. The Investment Plan is based on consultation with local residents and key stakeholders.			
	Age	The Investment Plan is aimed at improving two deprived Council estates and the lives and living environment of their residents. Many children and young people as well as elderly residents live on Council estates and would therefore be directly in line to benefit from expected gains.	H	+

		<p>High impact can be expected for children and young people. On Fulham Court, 32% of residents are aged 18 and under. Among the improvements that could benefit children and young people are enhanced play facilities, access to employment and training and outreach to reduce overcrowding. In addition a youth group is being facilitated on the estate.</p> <p>Medium impact can be expected for older residents. Public realm improvements such as paving and lighting will improve their local environment and reduce the fear of crime.</p>		
	Disability	<p>People with disabilities and physical or mental ill health are disproportionately represented in Council housing.</p> <p>Disabled residents can be expected to benefit directly from the Investment Plan through improved public realm and increased access to job and training opportunities.</p>	M	+
	Gender reassignment	<p>There is very little data on gender re-assignment of Council tenants or members of their household. That said, the effects of this policy are expected to be neutral in terms of this characteristic.</p>	L	Neutral / +
	Marriage and Civil Partnership	<p>The Council has limited data on the marital status of its tenants or members of their households. That said, the effects of this policy are expected to be neutral in terms of this characteristic.</p>	L	Neutral / +
	Pregnancy and maternity	<p>The Council has limited data on the proportion of its tenants or members of their household in this equalities category. It is known that there is a high proportion of teenage pregnancy in the w3ard.</p> <p>The proposals to build on the services available at the Tudor Rose Children's Centre will benefit both pregnant and new mothers</p>	M	+
	Race	<p>Residents from minority (non-white) backgrounds account for over a third of the resident population of Fulham Court Estate. The proportion of residents on Fulham Court Estate who are from black / black British backgrounds at 20% exceeds the Borough average.</p>	M	+

		Among the proposals that could particularly benefit black and ethnic minority residents are <ul style="list-style-type: none"> • Access to employment and training • Initiatives to reduce overcrowding • Community development activities to increase involvement of different communities and develop a higher level of community cohesion • Access to increased housing opportunities 		
	Religion/belief (including non-belief)	Although the majority of the residents of the estates are Christian, the proportion of Muslim residents is higher than the borough average. The effects of this Investment Plan are expected to be neutral in terms of this characteristic.	L	Neutral / +
	Sex	Women could be expected to benefit from estate improvements that reduce crime and asb. Men of working age from black and ethnic minority backgrounds are proportionately less likely to be in employment than other groups when considered in terms of race and gender and therefore, could be more likely to benefit from proposed training and employment initiatives.	M	+
	Sexual Orientation	The Council has limited data on the breakdown of its tenants and their household members by sexual orientation. That said, the effects of this Investment Plan are expected to be neutral in terms of this characteristic.	L	Neutral / +
<p>Human Rights and Children's Rights</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? Yes. Article 6: Right to a fair trial (to have your views heard), Article 8 (Right to respect for your family, home and correspondence), article 14 (Right to freedom from discrimination in respect of these rights and freedoms), Article 1 of Protocol 1 (Right to peaceful enjoyment of your property). It is considered that these would be positively impacted by the proposed policy.</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. The right to life, survival and development and the right to have their views respected and to have their best interests considered at all times. It is considered that these would be positively impacted by the Investment Plan.</p>				

Documents and data reviewed	
New research	No new research was undertaken.

Section 04	Undertake and analyse consultation
Consultation	Consultation with residents and service providers on the key elements of the Investment plan has taken place.
Analysis	The consultation confirmed that the Investment Plan would address the key physical, social and economic issues affecting the residents of these estates.

Section 05	Analysis of impact and outcomes
Analysis	The analysis that has been undertaken does not indicate lawful or unlawful discrimination.

Section 06	Reducing any adverse impacts
Outcome of Analysis	Results driven outreach employment services Help for people with disabilities to find and stay in jobs

Section 07	Action Plan					
Action Plan						
	Issue identified	Action (s) to be taken	When	Lead officer	Expected outcome	Date added to business/service plan
	Lack of engagement of bme	Letter to all residents inviting them to a	February 2012	Neil Kirby	Resident involvement is more	February 2012

	communities in existing structures for discussing the priorities for the estate	workshop. Build on community links made by the Children's Centre.			representative of the different communities on the estates.	
	Lack of engagement of young people in discussing the priorities for the estates.	Use the Council systems of youth involvement to facilitate a youth forum.	February 2012	Neil Kirby and Brenda Whinnett	Increased youth involvement including input into design of new community facilities	February 2012

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Melbourne Barrett Position: Executive Director of Housing and Regeneration Email: melbourne.barrett@lbhf.gov.uk Telephone No: x4228
Key Decision Report	Date of report to Cabinet/Cabinet Member: 16/04/2012 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager for advice and guidance only	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: 01.02.2012 Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430

Are there any potentially negative aspects at all? If there are then we do need to say as otherwise - especially if this is controversial - it will hinder us in demonstrating that we have had due regard to the duty. A small one might be any disruption while works are carried out to improve the public realm.

You also need the date of the final completion of the EIA on p2

Do you need any actions at all? The action plan is blank. E.g. will you be communicating with residents as to when works will be carried out, a timetable for implementation of any of the plans?

Section 08 of the EIA will need:

- a Head of Service, AD, or Director for sign-off
- you will need to confirm that EQ summary is in the Report to Cabinet