

LBHF Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has 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, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report 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.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015 Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: RECOMMENDATION OF THE RESIDENTS' COMMISSION ON COUNCIL HOUSING AND OUTCOME OF THE STRATEGIC HOUSING STOCK STRATEGIC HOUSING STOCK OPTIONS APPRAISAL</p> <p>Short summary: This strategic housing stock options appraisal and the Residents' Commission on Council Housing examined two options in respect of future financing, ownership and management of the Council's housing stock. They are to either; carry out a Large Scale Voluntary Transfer or, for the Council to retain the housing stock.</p> <p>The options appraisal considered the different variants that exist for both options. The Residents' Commission has resolved to recommend the Large Scale Voluntary Transfer option to a new locally based not-for-profit housing association with a preference for a Community Gateway form of governance model.</p> <p>Key Considerations</p> <ul style="list-style-type: none"> • Cabinet approval of the Residents' Commission recommendation to transfer the Council's housing stock will lead to a full and comprehensive consultation with, and lead to a ballot of all secure tenants of the Council.
Lead Officer	Labab Lubab, Project Manager, Strategic Housing Stock Options Appraisal Charles Hyde, Programme Manager, Strategic Housing Stock Options Appraisal
Date of completion of final EIA	13 October 2015

Section 02	Scoping of Full EIA
Plan for completion	Summer / Autumn 2016

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
Disability Gender reassignment Marriage and Civil Partnership Pregnancy and maternity Race Religion/belief (including non-belief) Sex Sexual Orientation	<p>Cabinet approval of Residents' Commission recommendation to transfer the Council's housing stock would be subject to entering into comprehensive consultation with council tenants culminating in a ballot of all secure tenants of the Council.</p> <p>Where residents may be affected by any element of the consultation process, they will be treated on an individual basis taking into account any special needs or requirements.</p> <p>The impact on these protected groups will be considered.</p>	Neutral

Human Rights or Children's Rights

If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

Will it affect Children's Rights, as defined by the UNCRC (1992)?

No

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	N/A
New research	If new research is required, please complete this section

Section 04	Consultation
Consultation	N/A
Analysis of consultation outcomes	N/A

Section 05	Analysis of impact and outcomes
Analysis	What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	N/A

Section 07	Action Plan												
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis												
	<table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan						
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Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	
Key Decision Report (if relevant)	Date of report to Cabinet: 7 December 2015 Key equalities issues have been included:
Opportunities Manager (where involved)	