

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

LBHF Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015/16 & 2016/17
Name and details of policy, strategy, function, project, activity, or programme	Street Lighting LED lantern replacement Rollout of LED lantern replacement of all highway lights following LED trials. To reduce energy and carbon emissions, improve light colour and quality, reduce maintenance costs
Lead Officer	Name: Dean Wendelborn Position: Principal Street Lighting Engineer Email: dean.wendelborn@lbhf.gov.uk Telephone No: 0208 753 1151
Date of completion of final EIA	17/07/2015

Section 02	Scoping of Full EIA												
Plan for completion	Timing: 18month programme from June 2016 Resources: Street Lighting Department, Term Public Lighting Contractor												
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>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.</p> <table border="1"> <thead> <tr> <th>Protected characteristic</th> <th>Analysis</th> <th>Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>Improved night-time visibility on streets.</td> <td>Positive</td> </tr> <tr> <td>Disability</td> <td>Improved night time visibility on streets.</td> <td>Positive</td> </tr> <tr> <td>Gender</td> <td>N/A</td> <td>Neutral</td> </tr> </tbody> </table>	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral	Age	Improved night-time visibility on streets.	Positive	Disability	Improved night time visibility on streets.	Positive	Gender	N/A	Neutral
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Age	Improved night-time visibility on streets.	Positive											
Disability	Improved night time visibility on streets.	Positive											
Gender	N/A	Neutral											

APPENDIX 5

reassignment		
Marriage and Civil Partnership	N/A	Neutral
Pregnancy and maternity	N/A	Neutral
Race	N/A	Neutral
Religion/belief (including non-belief)	N/A	Neutral
Sex	Improved street lighting colour rendering favoured by Police for use with CCTV.	Positive
Sexual Orientation	N/A	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

APPENDIX 5

Section 04	Consultation
Consultation	N/A
Analysis of consultation outcomes	

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	Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome.

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	Name: Ian Hawthorn Position: Bi-Borough Head of Highways Maintenance & Projects Email: ian.hawthorn@lhb.gov.uk Telephone No:0208 753 3058

Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 07/12/2015 Key equalities issues have been included: Yes
Opportunities Manager (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No: