



DERBY CITY COUNCIL

MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 16 SEPTEMBER 2004

Report of the Director of Policy

Equality Impact Assessment form and guidelines

RECOMMENDATION

1. To comment on the attached Equality Impact Assessment form and guidelines.

SUPPORTING INFORMATION

- 2.1 The Council, as a public authority, has a general duty under the Race Relations Amendment Act 2000 to consider race equality in everything we do. This positive duty, is also due to be extended to disability equality when the Disability Discrimination Bill becomes law, possibly in late 2005. There is also an indication it could extend to gender too in the future.
- 2.2 One way to help us fulfil this positive duty is to carry out equality impact and needs assessments. The purpose of an Equality Impact Assessment, or EQIA, is to improve our work by making sure we promote equality and create opportunities rather than putting barriers in people's way. It is a way of making sure that we as individuals and as teams think carefully about the likely impact of our work on Derby people and take action to improve strategies, policies and projects, where appropriate.
- 2.3 The attached guidelines and form has been adapted from the Greater London Authority's Equality Impact Assessment booklet. We have contacted the Equalities Team at the Greater London Authority and they have given us permission to use the information from their booklet, as long as we acknowledge them and show them the final version before printing.
- 2.4 The Greater London Authority has an excellent reputation on equality work and, after researching quite a few other Equality Impact Assessment guidelines, we decided we wanted to adapt this one.

- 2.5 The form is designed to assess the equality impact looking at a wide range of equality dimensions, but before we start to use it we need as many views on it as possible. This report is also going to the Disabled People's Advisory Committee and the Women's Advisory Committee. Our internal Equality and Diversity Steering Group and the Equality Standard Task Group are also discussing the document.
- 2.6 We have reached Level 1 of the Equality Standard for local government and are working on Level 2. Level 2 requires us to publish a Corporate Equality Plan. We are preparing a three-year draft Corporate Equality Plan and a list of key functions that need equality impact assessment will be included in it. The Plan will also clearly identify actions that we intend to take to meet our duties under the Race Relations Amendment Act. We hope to present the draft Plan to the November meeting of this Committee.

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Background papers:	Greater London Authority Equality Impact Assessment booklet
List of appendices:	Appendix 1 – Implications Attachment – Equality Impact Assessments and how to do them

IMPLICATIONS

Financial

1. None.

Legal

- 2.1 The Race Relations (Amendment) Act 2000 puts a legal obligation on all public authorities to promote racial equality and good race relations between different racial groups. One of the implications of this legislation is that we need to make sure that our policies, procedures and practices do not have a negative impact on a particular racial group or groups.
- 2.2 When the Disability Discrimination Bill becomes law, possibly in late 2005, this is expected also to put a legal obligation on public authorities to promote equality for disabled people and to eliminate harassment and discrimination against disabled people. The proposed legislation will also require us to make sure that, just as the requirements in the Race Relations Amendment Act, our policies, procedures and practices do not have a negative impact on disabled people

Personnel

3. Once the procedures and final version of the Equality Impact Assessment form have been completed, appropriate employees will be fully trained in carrying out equality impact assessments.

Equalities impact

4. Sometimes, the policies we write and the way we carry out our functions can, quite unintentionally, disadvantage certain groups of people. By carrying out formal equality impact assessments, we will be better able to scrutinise our functions to identify any areas where we need to make changes to the way we do things.

Corporate objectives and priorities for change

5. The work being done in this area links directly to:
 - the Council's new objectives of **job opportunities, education and protecting and supporting people**
 - the Council's priority to **respond to people's needs appropriately, on time and first time, by developing a customer-focused culture, using new technology and investing in the Council's buildings to provide modern working environments for service delivery and employees**
 - the Council's priority to **enhance our community leadership role through partnership working and listening to, and communicating with the public.**