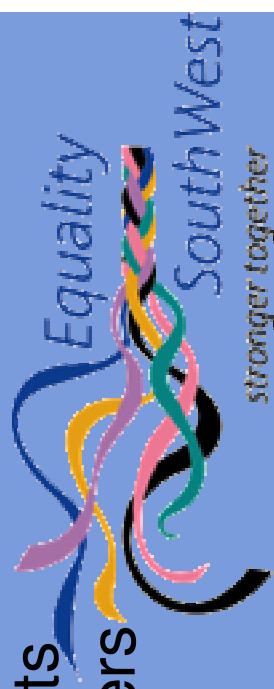


Building Vibrant & Inclusive Communities – Meeting the needs of equalities communities in your service planning

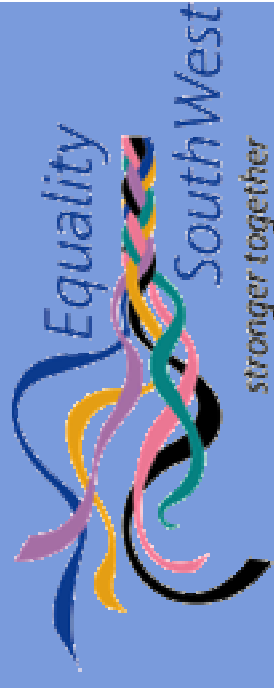
Simon Nelson & Tim Roberts
Equality Development Officers
Equality SouthWest



What is an Equality Impact Assessment?

A way to assess and record the **likely impact on people** of a:

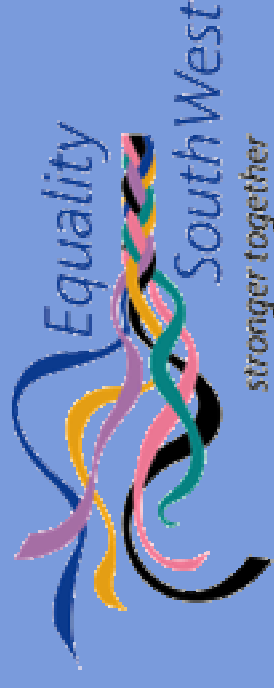
- Service
- Project
- Strategy
- Policy



Equality Impact Assessments

Why?

- Legislation requires all public authorities to do them on race equality
- Identical requirements on Disability and gender equality will be introduced
- Best practice in service planning and review



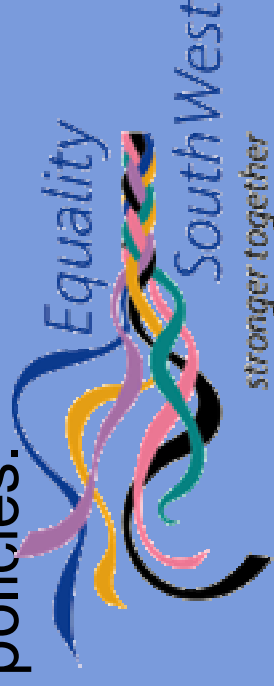
Race Relations Amendment Act 2000

General Duty to:

- eliminate unlawful racial discrimination;
- promote equal opportunities; and
- promote good relations between people from different racial groups.

Specific Duties to:

- to assess proposed policies for any effects they might have on the promotion of race equality;
- to consult people who are likely to be affected by those policies.



Disability Discrimination Act 2005

General Duty to:

- eliminate unlawful discrimination.
- eliminate harassment.
- promote equality of opportunity between disabled persons and other persons.
- take account of Disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

Specific Duty to involve Disabled people in

- identifying the barriers they face and any unsatisfactory outcomes.
- assisting planning activity.
- assessing impact of existing and proposed policies and monitoring the success of initiatives undertaken.



Equality Impact Assessments

General Principles:

- Recognising the complexities of people’s identity and lives.
- “Getting a feel”, rather than “getting it right”.
- Preparing for changes, rather than a last minute check.
- Perspective of customer not service provider.



Equality Impact Assessments

Aim to:

- challenge the assumption that policies/ services affect everyone in the same way.
- detect and assess any adverse effects before policies/services are introduced.
- eliminate or minimise any adverse impacts.
- maximise opportunities for promoting equality.
- set up systems to measure impacts on different equalities communities.



7 Stages of a Full Impact Assessment

1. consideration of available data and research
2. assessment of impacts – what effect will this policy/decision etc. have upon disabled people
3. consideration of measures which might mitigate any adverse impact and alternative policies which might better achieve the promotion of equality of opportunity for disabled people
4. consultation
5. a decision by the public authority
6. publication of the results of the impact assessment
7. monitoring for future adverse impact



Impact Assessment



Impact Assessment Example

Summary Table re. Repairs & Maintenance Policy Impact Assessment (for illustration purposes only)

	Baseline data and research	Differential impact?	How will impact be addressed?	Consultation	Further changes & monitoring
women and men	Census; Satisfaction surveys	Repairs reporting – women less likely to access service	<ul style="list-style-type: none"> -Info re repairs -Training for staff -contractors use ID badges -All contractors sign up to Equalities Policy (EP) -Use of women contractors 	<ul style="list-style-type: none"> -Women's Forum -Tenants groups -Women's Consultation Event 	Monitor through Best Value indicators; Departmental Service Targets; Customer satisfaction survey, yearly focus groups. Review impact assessment in 3 years.
racial groups	Census Satisfaction surveys Repairs audit	Repairs reporting (as above) – BME tenants less likely to access service May need priority repair if due to racist incident	<ul style="list-style-type: none"> -All contractors sign up to EP -Use of Black & Minority Ethnic contractors -Information translated -Training for staff -Interpreter services -Take into account response needed for racist incidents. Link to anti-racial harassment policy 	<ul style="list-style-type: none"> -Race Forum - BME Community groups - BME Consultation Event - Race Equality Group 	Monitor through Best Value indicators; Departmental Service Targets; Customer satisfaction survey, yearly focus groups. Review impact assessment in 3 years.

disabled people (NB include people with sensory & mobility impairment people with learning difficulties & people with mental health problems)	Baseline data and research	Differential impact?	How will impact be addressed?	Consultation	Further changes & monitoring
	<p>Census Satisfaction surveys Disabled Facilities Grant user surveys Social Services data Health Authority data</p>	<p>May be less likely to report repairs Safety (vulnerable adults) with regards to contractors and in respect of disrepair May need priority urgent repairs (e.g. heating)</p>	<ul style="list-style-type: none"> - Info in other formats -Training for staff -Online repairs ordering -All contractors sign up to EP -Issue guidance on vulnerable adults to contractors -Contractors use ID badges -Policy recognises possible vulnerability of this group 	<ul style="list-style-type: none"> -Disability Equality Forum - Voluntary sector organisations of Disabled people eg. West of England Centre for Inclusive Living ECIL; help Groups -Community & self Disabled People consultation Event 	<p>Monitor through Best Value indicators; Departmental Service Targets; Customer satisfaction survey, yearly focus groups Review impact assessment in 3 years.</p>
lesbian, gay, bisexual, transgender		<p>Safety – fear of homophobic response May need priority repair if due to homophobic incident</p>	<ul style="list-style-type: none"> -All contractors sign up to EP. -All contractors use ID cards -Policy to take into account response needed for homophobic incidents. - Training for staff 	<ul style="list-style-type: none"> -LGB Forum -Community Groups -LGB Consultation Event 	<p>Monitor through Best Value indicators; Departmental Service Targets; Customer satisfaction survey, yearly focus groups Review impact assessment in 3 years.</p>

	Baseline data and research	Differential impact?	How will impact be addressed?	Consultation	Further changes & monitoring
Young people	Census (families with children)	Safety (vulnerable young people) May need priority urgent repairs (eg, heating) Access (relying on adults)	-Guidance issued to contractors -All contractors sign up to EP -Contractors use ID badges -Policy recognises possible vulnerability of this group	<ul style="list-style-type: none"> - Youth Forum - Young people's consultation event -Community-Groups -Social Services 	Monitor through Best Value indicators; Departmental Service Targets; Customer satisfaction survey, yearly focus groups Review impact assessment in 3 years.
older people	Census Best Value Review Disabled Facilities Grant user surveys Social Services data	Safety (vulnerable adults) Access (as above) May need priority urgent repairs (eg heating)	<ul style="list-style-type: none"> -Info re repairs -Training for staff -Contractors given training on vulnerable adults -All contractors sign up to EP -Policy recognises possible vulnerability of this group 	<ul style="list-style-type: none"> -Older People's Forum -Tenants Groups -Community Groups -Older People's consultation Event -Social Services 	Monitor through Best Value indicators; Departmental Service Targets; Customer satisfaction survey, yearly focus groups Review impact assessment in 3 years.