

## Equality Impact Analysis to enable informed decisions

### The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

### Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

**\*\*Please make sure you read the information below so that you understand what is required under the Equality Act 2010\*\***

### Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

### Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

### Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

### **Decision makers duty under the Act**

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

## **Conducting an Impact Analysis**

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

### **The Lead Officer responsibility**

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

### **Summary of findings**

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

### Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

#### How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

**Proposals for more than one option** If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

**The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.**

## Background Information

<b>Title of the policy / project / service being considered</b>	Future of Livestock Market provision in Louth.	<b>Person / people completing analysis</b>	James Gilbert, Comms, Cons and Tourism Manager
<b>Service Area</b>	Economic Development/Property	<b>Lead Officer</b>	Gary Sargeant, Corporate Asset Manager
<b>Who is the decision maker?</b>	Council	<b>How was the Equality Impact Analysis undertaken?</b>	Desktop and following discussion with key stakeholders.
<b>Date of meeting when decision will be made</b>	11/10/2017	<b>Version control</b>	V 1.0
<b>Describe the matter</b>	To understand the views of the community of East Lindsey, key stakeholders, livestock market users and other interested parties, in respect of whether the District Council should build a replacement livestock market facility; seek a Private Act of Parliament to remove the obligation from the Royal Charters for the Council to continue to provide a Beast Market in Louth; or withdraw from the sale process and refurbish the existing site.		

### **Evidencing the impacts**

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

### **Data to support impacts of proposed changes**

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

**Positive impacts**

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

<b>Age</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper.
<b>Disability</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper
<b>Gender reassignment</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper
<b>Marriage and civil partnership</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper
<b>Pregnancy and maternity</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper
<b>Race</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper
<b>Religion or belief</b>	Consultation provides opportunity for adult citizens to give their views. Consultation methods will include opportunities to respond online or on paper

<p><b>Sex</b></p>	<p>Consultation provides opportunity for adult citizens to give their views.                  Consultation methods will include opportunities to respond online or on paper</p>
<p><b>Sexual orientation</b></p>	<p>Consultation provides opportunity for adult citizens to give their views.                  Consultation methods will include opportunities to respond online or on paper</p>

**If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.**

Users of the existing Livestock Market facility will be directly targeted during the consultation to help the Council understand any support it would need to put in place should the existing Livestock Market facility not be replaced. The wider farming community will be targeted via the Rural Services Network, NFU and Agricultural Chaplain.

Key stakeholders, including town and parish councils and groups that represent people with disabilities will be invited to take part in the consultation.

**Adverse/negative impacts**

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

**Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.**

<b>Age</b>	No perceived negative impact as consultation will be available both online and offline.
<b>Disability</b>	<p>Methods of engagement may exclude some people with disability, including the visually impaired. The Rural Services Network currently provides support services from the site to the farming community and will be invited to take part in the consultation.</p> <p>Mitigation: Make sure that consultation is accessible in formats that enable all citizens to take part, such as large print and braille upon request. Consult groups that represent those with disabilities.</p>
<b>Gender reassignment</b>	No perceived negative impact
<b>Marriage and civil partnership</b>	No perceived negative impact

<p><b>Pregnancy and maternity</b></p>	<p>No perceived negative impact</p>
<p><b>Race</b></p>	<p>Those with English not as their first language may be less able to access the consultation and supporting information</p> <p>Mitigation: Make sure that there is an option to access the consultation and supporting information in other languages upon request.</p>
<p><b>Religion or belief</b></p>	<p>No perceived negative impact</p>
<p><b>Sex</b></p>	<p>No perceived negative impact</p>
<p><b>Sexual orientation</b></p>	<p>No perceived negative impact</p>

**If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.**

Rurally isolated citizens without access to a computer or high speed broadband will only have paper response option or poor experience of slow online option.

Consultation will take place during the harvest when farmers may be busy so it's important we work with the industry to encourage participation.

### Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at [consultation@lincolnshire.gov.uk](mailto:consultation@lincolnshire.gov.uk)

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

### Objective(s) of the EIA consultation/engagement activity

To understand the views of the community of East Lindsey, key stakeholders, livestock market users and other interested parties, in respect of whether the District Council should build a replacement livestock market facility; seek a Private Act of Parliament to remove the obligation from the Royal Charters for the Council to continue to provide a Beast Market in Louth; or withdraw from the sale process and refurbish the existing site.

**Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic**

<b>Age</b>	Desktop exercise to begin the EIA process.
<b>Disability</b>	Desktop exercise to begin the EIA process.
<b>Gender reassignment</b>	Desktop exercise to begin the EIA process.
<b>Marriage and civil partnership</b>	Desktop exercise to begin the EIA process.
<b>Pregnancy and maternity</b>	Desktop exercise to begin the EIA process.
<b>Race</b>	Desktop exercise to begin the EIA process.
<b>Religion or belief</b>	Desktop exercise to begin the EIA process.

<p><b>Sex</b></p>	<p>Desktop exercise to begin the EIA process.</p>
<p><b>Sexual orientation</b></p>	<p>Desktop exercise to begin the EIA process.</p>
<p><b>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way?</b>          The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	<p>A number of organisations representing the views of the groups listed above will be targeted through promotion and will receive consultation materials to ensure views are captured from a representative cross-section of all local authority areas</p>
<p><b>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</b></p>	

**Further Details**

<b>Are you handling personal data?</b>	<p>Yes</p> <p>If yes, please give details.</p> <p>People's contact information and names may be used as we directly promote surveys to them. The owners of the database will process the sending of consultation materials themselves, within their own IG and DPA controls, to avoid any unnecessary data sharing complications.</p>
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<b>Actions required</b>	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
Include any actions identified in this analysis for on-going monitoring of impacts.	Keep the document under continuous review.	Project Team/James Gilbert	During the consultation
<b>Signed off by</b>	James Gilbert	<b>Date</b>	01/08/2017