

Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

Version 4: January 2019

Title of proposal (include forward plan reference if available)	Sandwell Equalities Commission and Diversity and Inclusion Action Plan
Directorate and Service Area	Whole Council
Name and title of Lead Officer completing this EIA	Jaspal Seehra
Contact Details	<u>Jaspal_seehra@sandwell.gov.uk</u>
Names and titles of other officers involved in completing this EIA	
Partners involved with the EIA where jointly completed	N/A
Date EIA completed	09/11/20
Date EIA signed off or agreed by Director or Executive Director	10 Nov 2020
Name of Director or Executive Director signing off EIA	Surjit Tour
Date EIA considered by Cabinet Member	Cllr Padda

See Equality Impact Assessment Guidance for key prompts that must be addressed for all questions

1. The purpose of the proposal or decision required

(Please provide as much information as possible)

Equality, Diversity and Inclusion continues to remain a key priority for the council and this has been made even more evident by the Black Lives Matter movement that demonstrated the extent to which we remain an unequal society. These issues have been further exacerbated and laid bare by the pandemic, starkly highlighting the socioeconomic crisis as well as the injustice and discrimination that persists today. With this in mind, the council has developed two key corporate programmes:

The Sandwell Equalities Commission will promote equality and challenge discrimination in all its forms, by breaking down barriers prohibiting an inclusive society, tackle unfairness caused by inequality and encourage community cohesion through increased understanding and awareness. For this reason, the scope of this project is extensive and far reaching.

The Diversity and Inclusion Action Plan, aims to address inequalities that may exist within the workforce, whereby the primary objective is to ensure our employees mirror the citizens and communities they serve.

A decision is needed by the emergency committee to approve both programmes.

2. Evidence used/considered

Sandwell Equalities Commission

Utilises the councils monitoring data and Census information to understand the composition of the workforce and borough. In addition to this, the events of this year along with the pandemic has accelerated the council's need to make a positive change.

Diversity and Inclusion Action Plan

The evidence collected to compose the plan, compares the composition (the protected characteristics we collect data on) of the workforce against the economically active population of the borough (ONS, 2019). This data is used to see if we have a workforce that represents the communities we serve. Focus groups have also been conducted with BAME, Disability and LGBT staff to understand why gaps may exist in our workforce especially at senior management level (J grade and above).

3. Consultation

Councillor Crompton has been consulted on the Terms of Reference for the Equalities Commission, along with the Executive Leadership team.

The Diversity and Inclusion Plan was developed in conjunction and consulted on with staff groups. Councillor Padda, Councillor Taylor and the Executive Leadership Team have been consulted on the Plan.

4. Assess likely impact

Please give an outline of the overall impact if possible.

The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough.

The work of the Equalities Commission will enable the council to identify equalities disparities and develop appropriate action to address these.

The council is one of the largest employers in the region and it is important to lead by example.

It is assessed the proposals in this report will have a positive impact on people and groups with protected characteristics and no adverse impact is anticipated. The proposals will also support the council in meeting its Specific Duty under the Equalities Act 2010.

Please complete the table below at 4a to identify the likely impact on specific protected characteristics

4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact	Negative Impact	No Impact	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
Age	✓			<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including age.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>

Disability	✓		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including disability.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>
Gender reassignment	✓		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including gender reassignment.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>
Marriage and civil partnership	✓		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including Marriage and civil partnership</p> <p>.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>

<p>Pregnancy and maternity</p>	<p>✓</p>		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including pregnancy and maternity.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>
<p>Race</p>	<p>✓</p>		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including race.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>
<p>Religion or belief</p>	<p>✓</p>		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including religion or belief.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>

Sex	✓		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including sex.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>
Sexual orientation	✓		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including sexual orientation.</p> <p>The proposals in the report will enable the council to identify equalities disparities and develop appropriate action to address these.</p>
Other	✓		<p>The impact of both programmes will have a positive impact on a number of protected characteristics across the council workforce and the borough including other equalities issues which are not covered specifically by the Equalities act, where need and issues are identified.</p> <p>The proposals in the report will enable the council to identify disparities and develop appropriate action to address these.</p>

Does this EIA require a full impact assessment? Yes No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

5. What actions can be taken to mitigate any adverse impacts?

N/A

6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?

N/A

7. Monitoring arrangements

N/A

8. Action planning

N/A

9. Publish the EIA

Where can I get additional information, advice and guidance?

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

Practical advice, guidance and support

Help and advice on undertaking an EIA or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Service Improvement. The officers within Service Improvement will also provide overview quality assurance checks on completed EIA documents.

Please contact:

Kashmir Singh - 0121 569 3828