

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)	Equality, Diversity and Inclusion Policy 2022
Directorate and Service Area	Whole Council
Name and title of Lead Officer completing this EIA	Koser Shaheen, EDI Manager
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Names and titles of other officers involved in completing this EIA	
Partners involved with the EIA where jointly completed	
Date EIA completed	8 th September 2022
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	
Date EIA considered by Cabinet Member	

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)

The Equality, Diversity and Inclusion Policy 2022 aims to provide equality, fairness, and respect for everyone in our employment, whether temporary, part time or full time. It outlines the Council's commitment to challenge discrimination in all forms and encourage equality, diversity and inclusion in the workplace as a matter of good practice.

Following recommendation from LGA Corporate Peer Challenge, the review and approval of the Council's Equality Policy are key strategic deliverables outlined in Sandwell's Improvement Plan. The existing policy took effect in 2011 and an up to date policy is needed to ensure that an effective policy is in place to meet the Council's commitment to equality, diversity, and inclusion.

Sandwell's Equalities Commission (EC) has been established to drive the Council's EDI agenda. Sandwell Council recognises it is time to have a fundamental look at what equalities and diversity means for Sandwell, how inequalities and discrimination are addressed and where it can make improvements for the benefit of all. A review of the Equality Policy meets the following EC strategic objective, 4:

To review and recommend changes (as necessary) to Council policies, procedures, and practices to ensure the authority complies with its legal obligations, fosters best practice and its workforce reflects the diversity of the people and communities it serves.

The work being undertaken by the recently established Equality, Diversity and Inclusion Team is primarily focusing on employees with protected characteristics through engagement and consultation. The outcome of this work will be practical actions to address any underrepresentation identified in the Council and these will be shared with senior managers and members.

A decision is needed by Cabinet to approve the policy.

2. Evidence used/considered

The LGA Peer Group Review recommended a review of our Equality Policy. Following an extensive benchmarking exercise comparing the equality policies and strategies of several Local Authorities, the Equality Policy working group agreed to recommend replacing the Equality Policy with a single EDI Framework Strategy. Since the current Equality Policy is 2011, there was a need to have an up to date policy in place until the full EDI strategy is implemented.

3. Consultation

The Equality, Diversity and Inclusion Policy 2022 was developed in conjunction with and consulted on, with Leadership Team, Trade Union colleagues and Human Resources.

Councillor Carmichael, the Equalities Commission, Budget and Corporate Scrutiny Management board consultation is in progress.

As part of the Council's quality assurance process, the policy will be reviewed by the key areas as per the QA sheet.

4. Assess likely impact

Please give an outline of the overall impact if possible.

The Equality, Diversity and Inclusion Policy 2022 will have a positive impact on the protected characteristics, as per the Equality Act 2010, across the Council workforce and the borough.

The work of the Equalities Commission and the Equality, Diversity and Inclusion Team will enable the Council to identify equality disparities and develop appropriate actions 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 that the policy will have a positive impact on people and groups with protected characteristics and it is expected that it will have no adverse impact. The policy will be applied equally and consistently to all employees.

The proposals will also support the Council in meeting its general 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	✓			The Equality, Diversity and Inclusion Policy 2022 will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for age.
Disability	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for disability.

Gender reassignment	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for gender reassignment.
Marriage and civil partnership	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for marriage and civil partnerships.
Pregnancy and maternity	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for pregnancy and maternity.
Race	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for race.
Religion or belief	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection for religion or belief.

Sex	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection of an individual's sex.
Sexual orientation	✓			The Equality, Diversity and Inclusion Policy will have a positive impact on this protected characteristic as it supports the Equality Act 2010 protection of an individual's sexual orientation.
Other				

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

The EDI Team will be producing a roadmap strategy leading to the design of an ambitious and robust equality, diversity, and inclusion strategy. As part of this, the impact of the policy will be thoroughly considered and adapted to meet the Council's continued commitment to equality.

8. Action planning
N/A

Action Plan Template

[illegible]

9. Publish the EIA

The EIA will be used as part of the decision-making process.

Publication details of the EIA to be confirmed.

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:

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