



Equality Impact Assessment

Preliminary assessment form v5 / 2013

www.portsmouth.gov.uk

The preliminary impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies which require a full EIA by looking at:
 - negative, positive or no impact on any of the equality groups
 - opportunity to promote equality for the equality groups
 - data / feedback
- prioritise if and when a full EIA should be completed
- justify reasons for why a full EIA is not going to be completed

Directorate:

Council Wide

**Function e.g. HR,
IS, carers:**

All areas of the council

Title of policy, service, function, project or strategy (new or old) :

A voluntary commitment to Disability Confident that encourages employers to recruit, retain and develop disabled staff and those with health conditions.

Type of policy, service, function, project or strategy:

- Existing
- New / proposed
- Changed

Q1 - What is the aim of your policy, service, function, project or strategy?

Through Disability Confident, the government is working with employers to:

- challenge attitudes towards disability
- increase understanding of disability
- remove barriers
- ensure that disabled people have the opportunities to fulfill their potential and realise their aspirations

The potential benefits to the council from becoming a Disability Confident employer (as espoused by the promoters of the scheme) are:

- drawing from the widest possible pool of talent
- securing high quality staff who are skilled, loyal and hard working
- saving time and money on the costs of recruitment and training by reducing staff turnover
- keeping valuable skills and experience
- reducing the levels and costs of sickness absences
- improving employee morale and commitment by demonstrating that all employees are treated fairly

Q2 - Who is this policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?

There should be no detriment on any of the protected characteristics especially people with a disability. The Disability Confident scheme encompasses flexible recruitment process and offering work experience opportunities.

Signing up to the Disability Confident scheme would allow people with disabilities to be able to apply for job vacancies in a flexible way that would allow them to gain employment where other wise using the standard process would not be successful.

There are only 50% of disabled people that have employment against non disabled people of 80%, many disabled people have skills and experience and joining this scheme would allow us to tap in this resource. It would give disabled people the confidence to apply for our vacancies as they would see PCC as a fair employer and feel they would not be put at a disadvantage.

Becoming a Disability Confident employer hopefully would ensure our workforce represents the community we serve. People with disabilities are one of the most disadvantaged groups out of all the 9 protected characteristics under the Equality Act 2010. There are over 6.9 million disabled people of working age which represents 19% of the working population. In Portsmouth approximately 16% of residents have a long-term health problem or disability that limits their day-to-day activities.

Q3 - Thinking about each group below, does, or could the policy, service, function, project or strategy have a negative impact on members of the equality groups below?

Group	Negative	Positive / no impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Transgender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other excluded groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If the answer is "negative" or "unclear" consider doing a full EIA

Q4 - Does, or could the policy, service, function, project or strategy help to promote equality for members of the equality groups?

Group	Yes	No	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Transgender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy or maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other excluded groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If the answer is "no" or "unclear" consider doing a full EIA

Q5 - Do you have any feedback data from the equality groups that influences, affects or shapes this policy, service, function, project or strategy?

Group	Yes	No	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Disability	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Transgender	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Religion or belief	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Pregnancy and maternity	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Other excluded groups	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

If the answer is "no" or "unclear" consider doing a full EIA

Q6 - Using the assessments in questions 3, 4 and 5 should a full assessment be carried out on this policy, service, function or strategy?

yes No

Q7 - How have you come to this decision?

It is a commitment should not disadvantage or have any detriment to any group. Any implementations or improvements to the councils compliant and lawful recruitment policies should have positive not negative effects.

A full equality impact assessment is not required as becoming a Disability Confident employer would not negatively impact on disabled people, under positive action and the Equality Act 2010 we can treat disabled people more favourably than other protected characteristics and this not classed as unlawful.

By joining the scheme and using more flexible employment practices we should be able to employ more disabled people and our workforce profile would be more representative of the community.

If you have to complete a full EIA please contact the Equalities and diversity team if you require help
Tel: 023 9283 4789 or email: equalities@portsmouthcc.gov.uk

Q8 - Who was involved in the EIA?

Guidance taken from Access & Equality Advisor

This EIA has been approved by: Jon Bell

Contact number: 023 9268 8782

Date: 01/09/17

Please email a copy of your completed EIA to the Equality and diversity team. We will contact you with any comments or queries about your preliminary EIA.

Telephone: 023 9283 4789

Email: equalities@portsmouthcc.gov.uk