

**THIS ITEM IS FOR INFORMATION ONLY**  
(Please note that "Information Only" reports do not require Equality Impact Assessments, Legal or Finance Comments as no decision is being taken)

**Title of meeting:** Governance & Audit & Standards

**Subject:** Update on Equality impact assessment monitoring

**Date of meeting:** 01 February 2019

**Report by:** Access & equality advisor

**Wards affected:** All

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## **1. Purpose**

- 1.1. To update the Committee on the Equality Impact Assessments undertaken in 2018

## **2. Background**

- 2.1. The council has legal obligations under the Equalities legislation to eliminate unlawful discrimination, and to take account of needs of our staff, residents and visitors in our day-to-day work with respect to their age, sex, disability, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, and marriage and civil partnership.
- 2.2. The council makes use of its Equality Impact Assessment process to identify any potential equality issues and any measures that can be used to eliminate or mitigate any disproportionately negative impact, EIAs are used to provide a mechanism for members to question prior to a decision being made. Where required committee reports have a completed EIA attached before they go forward for decision.

## **3. Equality impact assessments**

The council has a well-established Equality Impact Assessment (EIA) process which contributes to the Equality Duty. The process requires that a preliminary EIA, if relevant, should be undertaken at the initial stage of (re)design / development of a policy, strategy, project or service. If the preliminary EIA identifies a potential negative impact on any of the groups protected under the Equality Act 2010, a full EIA should be undertaken before any final decision is made. The full EIA should take into account results of any public consultation and any other relevant local and national information available, including any effects of similar initiatives elsewhere in the UK.

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- 3.1. EIAs form only one of the mechanisms that assist the Council in meeting its responsibilities under the public sector equality duty and they are not a legal requirement in themselves.
- 3.2. Since changing the process in 2016 there are now no omissions of EIAs as committee reports will not go forward unless this has been completed. All committee reports that have EIAs attached are published on the council's website as part of the agenda papers for the relevant forthcoming meeting. This gives an opportunity for interested persons to question the EIA before the decision is taken.
- 3.3. In 2018, 85 Equality impact assessments were completed, 78 were preliminary and 7 (8%) were full EIAs. A full list of the EIAs that were completed are in Appendix 1.
- 3.4. EIAs that were not part of a committee report will be published on the council's website on a year rolling programme.

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Signed by (Director)

**Appendices:** Appendix 1-List of EIA's completed in 2018

**Background list of documents: Section 100D of the Local Government Act 1972**

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location