

Supporting Information and Impact Assessment

Service / Policy:	Equality Objectives 2016 – 2020
Executive Lead:	Cllr Derek Mills
Director / Assistant Director:	Anne-Marie Bond

Version:	2	Date:	April 2016	Author:	Jo Beer
----------	---	-------	------------	---------	---------

Section 1: Background Information	
1.	<p>What is the proposal / issue?</p> <p>The Council has a duty to publish Equality Objectives demonstrating what we need to achieve to meet the Public Sector Equality Duty (PSED).</p>
2.	<p>What is the current situation?</p> <p>The PSED which came into force in April 2011 requires all public bodies to publish one or more objective(s) that they think they should achieve in order to meet the General Duty. The General Duty requires us to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act • Advance equality of opportunity between people who share a protected characteristic and people who do not share, and • Foster good relations between people who share a protected characteristic and people who do not share it. <p>We are required to publish our objectives every four years.</p>
3.	<p>What options have been considered?</p> <p>Objectives were published in 2011 and have now been reviewed and updated taking into account our Corporate Plan and other plans and policies.</p>
4.	<p>How does this proposal support the ambitions and principles of the Corporate Plan 2015-19?</p> <p>The Equality Objectives will support the delivery of the Corporate Plan and the associated delivery plans.</p>

5.	<p>Who will be affected by this proposal and who do you need to consult with?</p> <ul style="list-style-type: none"> • All communities across Torbay • Staff • Partners • Key stakeholder groups.
6.	<p>How will you propose to consult?</p> <p>The draft objectives were published online for a six week consultation period until 21st April.</p>

Section 2: Implications and Impact Assessment

7.	<p>What are the financial and legal implications?</p> <p>None</p>
8.	<p>What are the risks?</p> <p>Failure to comply with the Public Sector Equality Duty Failure to support our communities and staff appropriately and meet their needs.</p>
9.	<p>Public Services Value (Social Value) Act 2012</p> <p>Not Applicable</p>
10.	<p>What evidence / data / research have you gathered in relation to this proposal?</p> <p>We have considered and reviewed Equality objectives from other local authorities. We have considered the ambitions and aims of our Corporate Plan and other plans and policies, ensuring there is a link to our objectives. We have taken into account the findings from our Joint Strategic Needs Assessment which clearly sets out the inequalities faced by some communities.</p>

11.	What are key findings from the consultation you have carried out? Feedback from the consultation focused on the need to ensure that contractors / organisations providing services on our behalf also adhere to the same standards and objectives.
12.	Amendments to Proposal / Mitigating Actions No amendments made to the proposal or recommendation. The Equality Objectives have been updated to reflect that we expect the same standards from our contractors / organisations providing council services.

Equality Impacts

13	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
Older or younger people		<p>That services will be flexible to ensure all people are able to access council services and they are free from discrimination.</p> <p>Through requiring impact assessments to be completed, the needs of our communities will be taken into account in decision making.</p>		
People with caring Responsibilities				
People with a disability				
Women or men				
People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>				
Religion or belief (including lack of belief)				
People who are lesbian, gay or bisexual				
People who are transgendered				
People who are in a marriage or civil partnership				
Women who are pregnant / on maternity leave				
Socio-economic impacts (Including impact on child poverty issues and deprivation)				
Public Health impacts (How will your proposal impact on the general health of the population of Torbay)				

14	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	None
15	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	None