

## Equality Impact Assessment

### Introduction

An Equality Impact Assessment (EIA) is required to ensure that equality is placed at the centre of policy development and review, as well as service delivery. The purpose of this EIA is to systematically analyse the likely impact of a service, policy or proposals on different community groups, and how the needs of such groups have been taken into account in developing those proposals.

The EIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group, on the grounds of any protected characteristic. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
Community Works	
2. Responsible Manager	
Howerd Booth	
3. Date EIA completed	Review date
24 <sup>th</sup> August 2012	
4. Description and aims of policy / service (including relevance to equalities)	
Programme of work undertaken by Community works team	
5. Who are the stakeholders?	
Residents, businesses, community groups in the Central My Neighbourhood Area and Partners eg, Parish Council, Lancashire County Council, Police, Health, Fire Service, Housing providers.	
6. What outcomes do we want to achieve?	
To engage with and involve the community in the delivery of a programme of over 70 projects These projects have been chosen and prioritised by the community under the umbrella of the Councils Corporate Plan .	

## 7. How will performance be measured?

Performance will also be monitored by the Council and associated community groups and or stakeholders.

## 8. Brief summary of research and background data

Corporate Plan,  
Public Consultation,  
Area Profile information.  
Business data.  
Joint Strategic Needs Assessment

## 9. Methods and outcome of consultation

Major public consultation through the Forum,  
Consultation with Elected Members.  
Consultation with the Police, Strategic Partnership, Health, Housing Associations,

## 10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

**Age** – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

**Disability** – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as ‘a physical or mental impairment which has a substantial and long term effect on a person’s ability to carry out normal day to day activities.’

**Gender Reassignment** – Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.

**Marriage / Civil Partnership** – Is there any concern that these proposals could cause differential impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

**Pregnancy / Maternity** – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

**Race** – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person’s skin colour, nationality or ethnic origin.

**Sex** – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

**Sexual Orientation** – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

**Religion or belief** – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

#### 11. Decisions and / or recommendations (including supporting rationale)

None required

#### 12. Is an Equality Action Plan required?

No

## Appendix A – Results of initial screening

Policy / service/ project	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Community Works Programme	+	+	O	O	O	O	O	O	O	

<b>Symbol</b>	<b>Impact</b>
+	<i>Positive</i>
O	<i>Neutral / Negligible</i>
-	<i>Negative</i>
P	<i>Potential issue</i>

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1. Name of Policy or Service (existing or proposed)	
Sport and Physical Activity & Leisure Services	
2. Responsible Manager	
Jennifer Mullin	
3. Date EIA completed	Review date
24.08.12	August 15
4. Description and aims of policy / service (including relevance to equalities)	
To give the public a wide range of high quality sport, physical activity and Leisure services within the Borough.	
5. Who are the stakeholders?	
<ul style="list-style-type: none"> <li>▶ All residents of Leyland and the Borough.</li> <li>▶ Visitors to the borough.</li> <li>▶ South Ribble Community Leisure</li> <li>▶ Central Lancashire Primary Care Trust.</li> <li>▶ Sporting and physical activity organisations</li> </ul>	
6. What outcomes do we want to achieve?	

For the borough to have a high quality mix of sport, physical activity and leisure services, which people are inspired by and which provides opportunities for all.

## 7. How will performance be measured?

Please see Service Plan.

- ▶ No of young people actively involved in projects
- ▶ No of older people engaged in projects
- ▶ No of disabled young people involved in projects
- ▶ No of volunteers recruited
- ▶ No of clubs actively working with and supporting
- ▶ Operational
- ▶ Customer feedback
- ▶ Financial
- ▶ Energy management
- ▶ Facility improvement
- ▶ Communications

## 8. Brief summary of research and background data

- User surveys are undertaken of the facilities which includes equalities questions.
- A formal procedure is in place to monitor both compliments and complaints against the Service. This monitoring has revealed no complaints of discrimination from service users and stakeholders against the team.

## 9. Methods and outcome of consultation

A satisfaction and equalities monitoring form is sent. No complaints in relation to equality or diversity issues have been recorded against the service. The team plans are subject to consultation with stakeholders, although to date no comments have been made in relation to equality and diversity.

## 10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

**Age** – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

**Disability** – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as ‘a physical or mental impairment which has a substantial and long term effect on a person’s ability to carry out normal day to day activities.’

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**Pregnancy / Maternity** – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

**Race** – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person's skin colour, nationality or ethnic origin.

**Sex** – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

**Sexual Orientation** – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

**Religion or belief** – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

## 11. Decisions and / or recommendations (including supporting rationale)

- Ensuring that regular monitoring of the service is carried out.
- Ensuring that an updated Equalities Monitoring form is sent out as part of the customer and business feedback.
- Ensuring that the information we receive from customers in relation to Equalities information is collated and analysed and this information is discussed in team briefs and management team.
- Ensure that the service is accessible to all.
- Continue to ensure that the building is accessible for disabled people.
- Ensure that all members of staff have received appropriate equalities/diversity training.
- Develop an understanding of the profile of any complaints received – are equalities issues relevant to the complaints received
- Ensure there are clear and published aims and objectives of the Service

## 12. Is an Equality Action Plan required?

No

## Appendix A – Results of initial screening

Policy / service	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Sports Development and Leisure	0	0	0	0	0	0	0	0	0	

<b>Symbol</b>	<b>Impact</b>
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The EIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group, on the grounds of any protected characteristic. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
Environmental Health	
2. Responsible Manager	
Jennifer Mullin	
3. Date EIA completed	Review date
21 <sup>st</sup> August 2010	September 2013
4. Description and aims of policy / service (including relevance to equalities)	
The Environmental Health Service undertakes enforcement action on a wide range of activities which are defined in statute. Environmental health works with others to promote the health and wellbeing of individuals, the communities in which they live and the organisations for which they work.	
5. Who are the stakeholders?	
<ul style="list-style-type: none"> <li>▶ All residents of the borough.</li> <li>▶ Businesses in the borough.</li> <li>▶ Workers and visitors to the borough.</li> <li>▶ Officers of the Council</li> <li>▶ Various teams within the Council including Legal services</li> <li>▶ Political Parties</li> <li>▶ Other borough Councils who may be consulted in respect of good practice</li> <li>▶ The Press</li> <li>▶ The Police</li> <li>▶ Housing Associations and the voluntary sector.</li> <li>▶ Central Government Departments (ie DEFRA, FSA)</li> </ul>	

## 6. What outcomes do we want to achieve?

Equality when undertaking enforcement duties.

## 7. How will performance be measured?

Please see Service Plan.

## 8. Brief summary of research and background data

- Method – The Service data base CAPS is used for the collation of information and production of performance reports linked to local and national performance monitoring. The CAPS system is used to record information on equality and diversity matters.  
Every other month the service undertakes satisfaction monitoring which also includes equality monitoring. In this questionnaire all customers contacting the service are asked a series of questions. These questions include gender, disability, ethnic origin and age range. This monitoring has taken place over a three year period. We have extensive data in terms of the breakdown of our drivers from the point of view of ethnic background, age, gender and disability.
- Report regarding the results of consultation available in Environmental Health.
- We have updated our monitoring form to include questions about religion or belief and sexual orientation and used for four months.
- A formal procedure is in place to monitor both compliments and complaints against the Service. This monitoring has revealed no complaints of discrimination from service users and stakeholders against Environmental Health

## 9. Methods and outcome of consultation

A satisfaction and equalities monitoring form is sent every other month to all customers who have contacted the service. The previous year satisfaction rates were 76% for satisfaction of local businesses and 98% in Pest Control and 96% in Environmental Protection. No complaints in relation to equality or diversity issues have been recorded against the service. The Environmental Health Plans are subject to consultation with stakeholders, although to date no comments have been made in relation to equality and diversity.

## 10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

**Age** – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

**Disability** – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as ‘a physical or mental impairment which has a substantial and long term effect on a person’s ability to carry out normal day to day activities.’

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A commentary has been provided for each policy where appropriate – see Appendix A

## 11. Decisions and / or recommendations (including supporting rationale)

- Ensuring that regular monitoring of the service is carried out.
- Ensuring that an updated Equalities Monitoring form is sent out as part of the customer and business feedback.
- Ensuring that the information we receive from customers in relation to Equalities information is collated and analysed and this information is discussed in team briefs and management team.
- Ensure that the service is accessible to all.
- Continue to ensure that the building is accessible for disabled people.
- Ensure that disabled complainants are interviewed either in a fully accessible Council building or at their home.
- Ensure that interpreters are instructed for deaf complainants or for those who don’t speak English fluently.
- Ensure that information and leaflets are made available in the most common foreign languages or at a large font for partially sighted people.
- Ensure that all members of staff have received appropriate equalities/diversity training.
- Develop an understanding of the profile of any complaints received – are equalities issues relevant to the complaints received
- Ensure that the cost set for Pest Control Service set are not excessive – in particular

ensure that the treatment cost would deter elderly people from accessing services.

- Ensure there are clear and published aims and objectives of the Environmental Service.
- Need to gather equality data on language especially in food businesses as anecdotal evidence may suggest a higher proportion of non-white persons may be employed in food businesses than may be found in the resident population.

#### **12. Is an Equality Action Plan required?**

No

## Appendix A – Results of initial screening

Policy / service	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Environmental Health Enforcement	0	0	0	0	0	0	0	0	0	

<b>Symbol</b>	<b>Impact</b>
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1. Name of Policy or Service (existing or proposed)	
South Ribble Partnership / Sustainable Community Strategy	
2. Responsible Manager	
Helen Stansfield	
3. Date EIA completed	Review date
October 2012	October 2013
4. Description and aims of policy / service (including relevance to equalities)	
<p>South Ribble Partnership is the Local Strategic Partnership for South Ribble. It brings together people from across the public, private and voluntary, community &amp; faith sectors with an aim to deliver better services in South Ribble, based on what local people want. It is committed to working efficiently and effectively, ensuring value for money and developing new and better ways of working together for the benefit of local people and communities.</p> <p>The Partnership's work is guided by South Ribble's Sustainable Community Strategy. This Strategy sets out a clear vision for South Ribble and provides a framework for how we can work better together to improve local services and quality of life for everyone in South Ribble.</p> <p>The Sustainable Community Strategy has been developed by South Ribble Partnership in consultation with a wide range of local people and organisations. It is based on what local people have told us about the challenges they face and their aspirations for the future, as well as levels of need that exist across communities in South Ribble.</p>	
5. Who are the stakeholders?	
Key stakeholders include: South Ribble Borough Council, Lancashire County Council, Police, Health, Fire Service, Progress Housing Group, CAB, Age Concern, Home Start, Churches Together, South Ribble VCFS Network and BAE Systems.	

## 6. What outcomes do we want to achieve?

The Sustainable Community Strategy sets out five priority areas for the Partnership: People & Communities; Prosperous Economy; Healthy Communities; Safe Neighbourhoods; and Sustainable Environment & Borough. The Partnership's work is focussed on delivering improvements within these priority areas. The Partnership has a rolling action plan which sets out what it will deliver and when. Each individual project plan contains specific outcomes.

In addition there are several other aspects of the Partnership's work that deliver key outcomes:

Meetings & Events – opportunities for networking, strategic thinking, collaboration and building relationships.

Community Bids Fund – funding provided helps to build capacity, deliver projects, develop services and support innovation in local communities across the borough.

South Ribble VCFS Network – the Partnership's support of the VCFS Network provides infrastructure support to the VCF sector in South Ribble, build capacity and supporting the development of the sector for the benefit of South Ribble's people and communities.

Partnership Office – provides advice and support to Partners, facilitates partnership working, supports project development and delivery; and encourages partner organisation to work better together.

Funding Advice – provides advice to Partner organisations and community groups on external funding and the development of funding applications.

## 7. How will performance be measured?

South Ribble Partnership meets 6 times per year. At each meeting partners are provided with information about project performance for all items within the Partnership's rolling action plan. Projects are regularly called to provide updates to the partnership and the AGM focusses on providing information about the work of the Partnership and performance information.

## 8. Brief summary of research and background data

Corporate Plan,  
Public Consultation,  
Area Profile information.  
Business data.  
Joint Strategic Needs Assessment

### **Background data**

#### **Age**

In 2007, South Ribble had a total resident population of 108,103 persons, representing a 3.0% increase since the last Census in 2001, recording a resident population of 104,936 persons.

South Ribble is forecast to see an 8.2% population increase to 113,511 persons by 2017; an increase of 5,408. In line with national trend forecasts, the older age categories will experience

the greatest increases as a proportion of total resident population. According to the 2001 Census 41.8% of the South Ribble population were above the age of 45 years. By 2017 it is expected that this proportion will increase to 48.5%, with the greatest increase of 48.1% in the 65-74 year old age group. Apart from the older age categories substantial increases are expected in the 20-34 year olds (18.4%) across South Ribble.

#### **Gender**

The 2001 Census identifies that within South Ribble there are slightly more females (53,253) compared to males (50,614). This reflects both the regional and national position.

There is no data available to reflect a spatial variation within the Borough with regard to gender.

#### **Race**

The 2001 Census indicates that ethnic minorities make up only 2% of the population in South Ribble. The largest ethnic minority group are Indians, making up 0.5% of the population. 96.9% of the population were born in the UK, 1.3% was born elsewhere in the European Union, and 1.8% of the population were born outside of the European Union.

The Lancashire Sub Regional Gypsy and Traveller Accommodation and Related Services Assessment revealed that there are no authorised caravan sites located in Chorley or South Ribble, however there are 18 Local Authority caravan sites in Preston. The survey revealed that there are also unauthorised gypsy sites located in Preston.

In 2008/09 there were 200 registrations by foreign nationals in South Ribble. This was 100 fewer than in the previous year (a decrease of 33%). Most people (60) registering were Polish. The second largest groups (20 people in each) were Slovaks and Hungarians.

#### **Sexual Orientation**

The 2001 Census indicates that 0.14% of people in South Ribble were identified as living in a same sex couple, compared to 0.16% regionally and 0.19% nationally.

#### **Religion or Belief**

The 2001 Census indicates that 84.7% of the South Ribble population are Christians and 8.7% have no religion. The remainder of the population is composed of Buddhist (0.1%), Hindu (0.4%), Muslim (0.3%), and other (0.1%). 5.6% of respondents chose not to state their religion.

#### **Disability**

The Strategic Housing Market Assessment (2009) identifies the housing needs arising from limiting long term illness (LLTI) or disability. In South Ribble 21.4% of households with no older members contain at least one person with a limiting long term illness or disability compared with 42.1% of older person households.

44% of people living in an older person household have a LLTI or disability in South Ribble have a physical disability, 19.5% have a hearing impairment and 9.8% have an age related illness.

### **9. Methods and outcome of consultation**

Consultation with partnership members and stakeholders is on-going through the Partnership's meetings and Annual General Meeting. The Partnership also regularly consults and engages via the Voluntary, Community & Faith Sector Network and through its close links with South Ribble Borough Council's My Neighbourhood Forums.

In addition, in the development of the Sustainable Community Strategy, the Partnership



consulted widely with residents, communities and organisations across the Borough.

## 10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

**Age** – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

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A commentary has been provided for each policy where appropriate – see Appendix A

## 11. Decisions and / or recommendations (including supporting rationale)

Initial assessment shows no aspect of South Ribble Partnership’s work has an adverse impact on sections of the community

**12. Is an Equality Action Plan required?**

No

## Appendix A – Results of initial screening

Policy / service/ project	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Project – Support to SRBC's My Neighbourhoods	0	0	0	0	0	0	0	0	0	
Project – Walled Garden Improvement & Investment	+	+	0	0	0	0	0	0	0	This project works with people with learning difficulties. It is supported by a number of volunteers, many of whom are older people and benefit positively from involvement in the project.
Project – financial support to continue CCTV in SR for 2012/13	0	0	0	0	0	0	0	0	0	
Project - Skills for Work	0	0	0	0	0	0	0	0	0	
Project – Living Smart	0	0	0	0	0	0	0	0	0	
Project – Volunteer South Ribble!	+	+	0	0	0	0	0	0	0	Part of this project will be considering how best to encourage and facilitate older people and people with disabilities to engage in volunteering activities in South Ribble.
Meetings & Events	0	0	0	0	0	0	0	0	0	
Community Bids Fund	+	+	P+	P+	P+	P+	+	P+	P+	Many groups working the areas of supporting older people and people with disabilities have received funding from CBF. Several church organisations have also received funding. As the criteria of the fund enables all VCFS Groups in South Ribble to apply for funding there is potential for this to have positive impact across all characteristics.
South Ribble VCFS Network	+	+	P+	P+	+	P+	+	+	+	The VCFS Network already represents and works with a number of groups who positively support those people within the protected characteristics categories. As the Network is open to all VCFS groups in South Ribble there is potential for it to have a positive impact across all characteristics.
Partnership Office	0	0	0	0	0	0	0	0	0	

Funding Advice	P+	P+	P+	P+	P+	P+	P+	P+	P+	As funding advice is open to all members of the Partnership and all VCFS groups in South Ribble there is potential for it to have a positive impact across all characteristics.
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1. Name of Policy or Service (existing or proposed)	
Catering Service	
2. Responsible Manager	
Jennifer Mullin	
3. Date EIA completed	Review date
24.08.12	August 15
4. Description and aims of policy / service (including relevance to equalities)	
1. To offer an excellent service to all our customers that is widely acknowledged amongst local people 2. To develop and sustain a recognised reputation for offering great value for money 3. To gain and maintain a reputation for providing healthy, sustainable, high quality experiences and products at affordable prices 4. To seek to deliver the service in the most efficient and effective manner available, ensuring that we make the best use of our resources 5. To develop and retain a dedicated, skilled and responsive team of staff who subscribe to our aims and exemplify the Council's core values 6. To become a learning organisation that takes time to monitor our performance and that of our competitors whilst also looking for new opportunities and markets	

## 5. Who are the stakeholders?

- ▶ All residents of Leyland and the Borough.
- ▶ Visitors to the borough.
- ▶ Arts/music groups, theatre companies, Charity groups.
- ▶ Council departments.

## 6. What outcomes do we want to achieve?

That those people using the Catering Team receive an excellent service and that all their needs are met. That those using the Centre use the facilities again sometime in the future.

## 7. How will performance be measured?

Please see Service Plan.

## 8. Brief summary of research and background data

- User surveys are undertaken of the facility which includes equalities questions.
- A formal procedure is in place to monitor both compliments and complaints against the Service. This monitoring has revealed no complaints of discrimination from service users and stakeholders against the team.

## 9. Methods and outcome of consultation

A satisfaction and equalities monitoring form is available for customers. No complaints in relation to equality or diversity issues have been recorded against the service. The team plans are subject to consultation with stakeholders, although to date no comments have been made in relation to equality and diversity.

## 10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

**Age** – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

**Disability** – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as ‘a physical or mental impairment which has a substantial and long term effect on a person’s ability to carry out normal day to day activities.’

**Gender Reassignment** – Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.

**Marriage / Civil Partnership** – Is there any concern that these proposals could cause differential impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

**Pregnancy / Maternity** – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

**Race** – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person's skin colour, nationality or ethnic origin.

**Sex** – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

**Sexual Orientation** – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

**Religion or belief** – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

## 11. Decisions and / or recommendations (including supporting rationale)

- Ensuring that regular monitoring of the service is carried out.
- Ensuring that an updated Equalities Monitoring form is given as part of the customer survey.
- Ensuring that the information we receive from customers in relation to Equalities information is collated and analysed and this information is discussed in team briefs and management team.
- Ensure that the service is accessible to all.
- Continue to ensure that the building is accessible for disabled people.
- Ensure that all members of staff have received appropriate equalities/diversity training.
- Ensure there are clear and published aims and objectives of the Service

## 12. Is an Equality Action Plan required?

No

## Appendix A – Results of initial screening

Policy / service	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Catering Service	0	0	0	0	0	0	0	0	0	

<b>Symbol</b>	<b>Impact</b>
+	<i>Positive</i>
0	<i>Neutral / Negligible</i>
-	<i>Negative</i>
P	<i>Potential issue</i>