

## 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)	
Shared Assurance Services	
2. Responsible Manager	
Garry Barclay	
3. Date EIA completed	Review date
20 <sup>th</sup> July 2012	
4. Description and aims of policy / service (including relevance to equalities)	
Internal Audit & Risk Management (incorporating Emergency Planning, Business Continuity & Insurance Administration). Emergency Planning has particular relevance to equalities as we must have regard to the needs of vulnerable people in emergency situations.	
5. Who are the stakeholders?	
Residents & businesses in the Borough.	
6. What outcomes do we want to achieve?	
The Civil Contingencies Act asks Category 1 responders to have regard to the particular needs of individuals who are present or resident in the area and are known to be vulnerable. In Lancashire the responsibility for fulfilling this is being undertaken through the Lancashire Local Resilience Forum. Partners of the Forum include Police, Fire, Health Authority, County Council, Army and District Councils. Information on vulnerable people exists within County Council and Health Authorities and not with District Councils. The role of District Councils will be to assist in the dissemination of information and as assistants in the case of an emergency.	
7. How will performance be measured?	
Compliance with the provisions of the Civil Contingencies Act	

## 8. Brief summary of research and background data

Civil Contingencies Act  
Lancashire Resilience Forum

## 9. Methods and outcome of consultation

On-going work by the Lancashire Resilience Forum

## 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.

Medium impact

**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.’

High impact

**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.

Low impact

**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.

Low impact

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

Low impact

**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.

Medium impact

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

Low impact

**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.

Low impact

**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.

Low impact

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

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

The Lancashire Local Resilience Forum has implemented a Vulnerable Peoples Task group to address equality issues in response to Emergency Planning. The group is led by the Health Protection Agency. The group is supported by Category 1 responders including South Ribble Borough Council.

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

The responsibility for implementing an action plan is with the Lancashire Resilience Forum. The District Council's role is support. Information on schools, older people's homes, residential homes and other vulnerable people in the community is held by the County Council and Primary Care Trust.

Work is currently in progress to update the contact details of those locations so that targeted support can be provided in emergency situations

## 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	
Shared Assurance Services – Emergency Planning	+	P	O	O	O	+	O	O	O	Disabled persons, the elderly and those without a strong command of the English Language in particular require additional support in emergency situations particularly when residents need to evacuate their homes and businesses.

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