

Blackpool Council - Equality Impact Assessment Record Form from March 2007

Department: **Faith Equality & Diversity**

Team or Service Area Leading Assessment: **FED Unit**

Title of Policy/ Service or Function: **Gender Equality Scheme**

Proposals to introduce/ alter/ delete policy, service, expenditure etc:

Date of proposals:

Committee/Team:

Lead Officer: **Deanna Hartley-Davis**

STEP 1 - IDENTIFYING THE PURPOSE OR AIMS

1. What type of policy, service or function is this?

Existing New/ proposed Changing/ updated

2. What is the aim and purpose of the policy, service or function?

To implement the requirements of the Gender Equality Duty & provide a statement of the councils intention on how it will fulfil its duty.

3. Please outline any proposals being considered.

**Objectives are divided into the following headings;
Leadership, mainstream equality & diversity, services, workforce & employee development, empowering people**

4. Why are the proposals being made - for what reason?

These are the priority objectives identified following consultation

5. What outcomes do we want to achieve

**To eliminate discrimination and harassment that is unlawful under the Sex Discrimination Act and discrimination that is unlawful under the Equal Pay Act
And to promote equality of opportunity between women and men**

6. Who is the policy; service or function intended to help/ benefit?

All women, men and transsexual people in Blackpool

7. Who are the main stakeholders/ customers/ communities of interest?

All women, men and transsexual people in Blackpool

8. Does the policy, service or function have any existing aims in relation to equality, social inclusion or community cohesion?

Yes see above

9. How is the resulting service or function delivered/ administered?

Not applicable

STEP 2 - CONSIDERING EXISTING INFORMATION AND WHAT THIS TELLS YOU

10. Please summarise the main data/ research and performance management information in the box below.

<u>Date/ information</u>
Staff opinion survey, managers mapping questionnaire, workforce profile, pay review, customer satisfaction surveys, Domestic Abuse Partnership, Human Resources policies, local census data, Comprehensive Performance Assessment Audit, complaints & compliments, Best Value Performance Indicators
<u>Research or comparative information</u>
On-line questionnaire & paper survey, gender questions asked of the Citizens Panel, visit to transgender group
<u>Key findings of consultation and feedback</u>
Lack of monitoring data, pay review needs consideration, general lack of awareness of the different needs of women and men and transsexual people, increase opportunities to be involved in the shaping of services, awareness raising for staff on transsexual issues, more family friendly facilities within services, wider advertising of job opportunities.

11. What are the impacts or effects for communities?

<u>Race or ethnicity</u>
<u>Gender and transgender</u>
Lack of equal opportunities between genders and particularly for transsexual people. Equal pay issues.
<u>Age</u>
<u>Disability</u>
<u>Religion or belief/ faith communities</u>
<u>Lesbian, gay, bisexual people</u>
Gender stereotypes play a part in homophobic discrimination and harassment.
<u>Other socially excluded communities or groups</u>
<u>Relationships between or within communities</u>

12. What do you know about how the proposals will impact on different communities?

The proposals are designed to have a positive impact on all communities and promote equality of opportunity for all.

STEP 3 - ASSESSING THE IMPACT

13. Is there any evidence of higher or lower take-up by any group or community, and if so, how is this explained?

The questionnaire was mainly completed by people of a white ethnic background. This is due to Blackpool having a small BME population.

14. Does the geography or demography of service users reveal anything?

Not applicable

15. Do any rules or requirements prevent any groups or communities from using or accessing the service?

Not applicable

16. Does the way a service is delivered/ or the policy create any additional barriers for any groups of disabled people? (DDA duties arising out of DDA 1995)

None identified – this scheme is designed to remove any such barriers across all council services

17. Does the way a service is delivered/ or the policy create any additional barriers for any other groups or communities, for example, due to limited income or because of the time during the week or day when the service is available? E.g. women, cultural reasons.

None identified – this scheme is designed to remove any such barriers across all council services

18. Do any of these limitations amount to unlawful discrimination?

Yes No

If yes, please explain (referring to relevant legislation) in the box below

19. If No, do they amount to a differential impact, which should be addressed?

Yes No

If yes, please give details in the boxes below.

20. If the impact or effects are adverse for any community or group, can they be defended in order to provide equality for another community under legislation or policy?

Yes No

Please give details below.

21. Do you have enough information to make a judgement?

Yes No

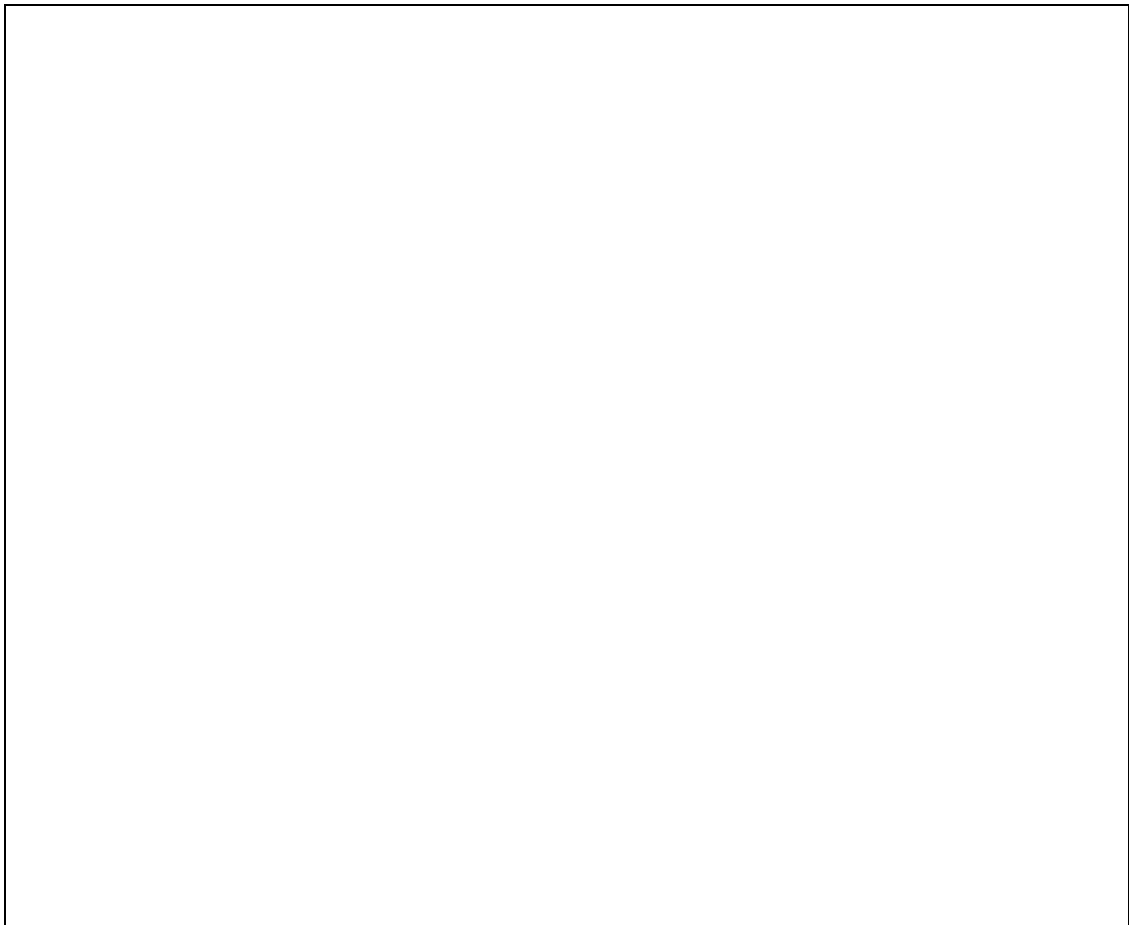
If no, what information do you require, about which communities?

22. Is it possible to get the information quickly and easily or is it recommended that the collection of such data be included as an action for the action plan that will be developed? Please detail below.

The collection of data has been identified as an action in the Scheme action plan

STEP 4 - DEALING WITH ADVERSE OR UNLAWFUL IMPACT

23. What can be done to improve the policy, service, function or any proposals in order to reduce or remove any adverse impact or effects identified?



24. What would be needed to be able to do this? Are the resources likely to be available?



25. What other support or changes would be necessary to carry out these actions?

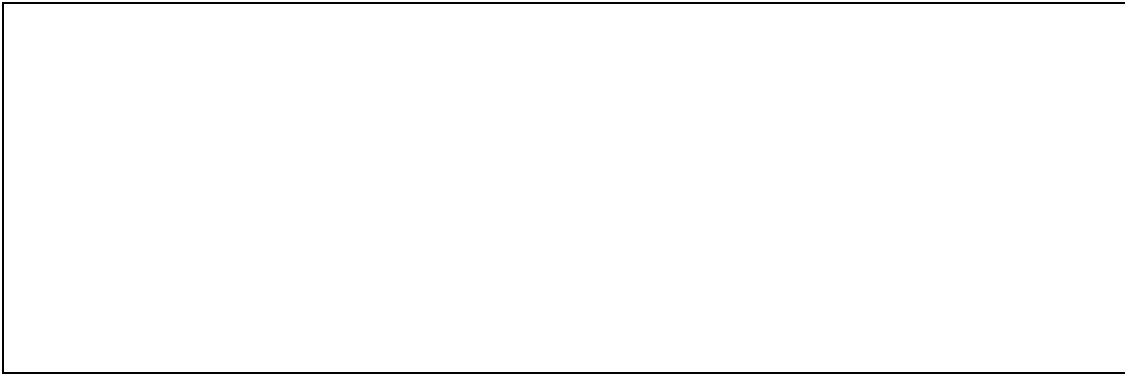
STEP 5 - CONSULTING THOSE AFFECTED FOR THEIR VIEWS

26. Please outline the steps taken to test out your findings and possible courses of action below.

On-line questionnaire & paper survey, gender questions asked of the Citizens Panel, visit to transgender group. Followed by wide distribution of the Scheme.

27. What feedback or responses have you received to the findings and possible courses of action? Please give details below.

28. If you have not been able to carry out any consultation, please indicate below how you intend to test out your findings and recommended actions.



29. If you are impact assessing some proposals, what steps have been taken to ensure that stakeholders have been able to voice their opinions on the proposals or the need for change?



STEP 6 - ACTION PLANNING

Please outline your proposed action plan below.

<u>Issues/ adverse impact identified</u>	<u>Proposed action/ objectives to deal with adverse impact</u>	<u>Targets/Measure</u>	<u>Timeframe</u>	<u>Responsibility</u>	<u>Indicate whether agreed</u>
				(type to expand box)	
				(type to expand box)	
				(type to expand box)	
				(type to expand box)	

STEP 7 - ARRANGEMENTS FOR MONITORING AND REVIEW

Please outline your arrangements for future monitoring and review below.

<u>Agreed action</u>	<u>Monitoring arrangements</u>	<u>Timeframe</u>	<u>Responsibility</u>	<u>Added to Service Plan etc.</u>

Date completed: **21st Feb 2007**

Signed:

Name: **Deanna Hartley-Davis**

Position: **Equalities Adviser**