

Equality Impact Assessment (EIA)

The separate EIA guidance notes outline what should be included for each section. Please read them before you begin. If you have any queries, contact your Corporate Equality Group rep, or the Engagement Team on 643 2828.

Equality and Diversity Policy

1. Author, service area, date

Anne Foreman, Policy and Performance Manager, Corporate Strategy, initial 21/11/2016, reviewed and updated 10/03/17 following consultation on the draft policy. Reviewed again in October 2018 prior to consultation on refreshed policy and post consultation on 12 December 2018.

2. Who else has been involved in writing this EIA?

Carol Murphy, Strategic HR Specialist
Stephen Ballantyne, Legal Manager, Governance and Employment

3. What proposal is this EIA assessing?

How well the refreshed Corporate Equality and Diversity Policy enables North Tyneside Council to meet the requirements of the 2010 Equality Act ('the Act') and Public Sector Equality Duty (PSED).

4. What is the purpose of your proposal and what is it expected to achieve?

The policy outlines the principles and expectations the Authority proposes to adopt in order to ensure employees, members and others providing services on the Authority's behalf have clear guidance on how they contribute to the achievement of the aims of the Act and PSED.

5. Is there any relevance to the aims of the public sector equality duty? *Write your answers in the table*

Aim	Yes, No, or N/A	Details if 'yes'
All three aims	Yes	<p>The policy states that North Tyneside Council seeks to:</p> <ul style="list-style-type: none"> • Proactively embed equality and diversity considerations in everything we do and challenge others to do the same. • Meet all our legal equality duties under the 2010 Equality Act, the Public Sector Equality Duty and follow codes of practice published by the Equality and Human Rights Commission. • Require others providing services on our behalf follow our approach to equality.
Eliminate unlawful discrimination, victimisation and harassment	Yes	<p>The policy states that North Tyneside Council will:</p> <ul style="list-style-type: none"> • not tolerate discrimination, harassment and victimisation on any grounds. This includes all forms of hatred including anti- Semitism as defined by the International Holocaust Remembrance Alliance (IHRA) definition and supporting guidance, racism, sexism, ageism, Islamaphobia, homophobia and transphobia (this is not an exhaustive list)
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	<p>The policy states that North Tyneside Council will:</p> <ul style="list-style-type: none"> • Ensure people with protected characteristics feel listened to and involved in shaping our services. • Take account of, and respond to, the needs of residents and customers with protected characteristics when delivering our services. • Strive to make our workforce more representative of the borough's population and the residents it serves, by ensuring equal access to jobs, training and career progression.
Foster good relations between people who share a protected characteristic and	Yes	<p>The policy states that North Tyneside Council will:</p> <ul style="list-style-type: none"> • Work to build understanding amongst residents, employees, partners and elected members of the needs of different protected groups across North Tyneside.

those who do not		<ul style="list-style-type: none"> • Work to create an environment where employees, elected members, residents and visitors are confident to be themselves.
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Analysis by characteristic

Protected characteristic	Potential positive or negative impact?	Explanation and evidence
Age	Positive	The policy provides equal opportunities and protection for all age groups
Disability	Positive	<p>The policy commits North Tyneside Council to:</p> <ul style="list-style-type: none"> • Provide equal opportunities and protection for people with disabilities. • Seek to take positive and proportionate action to recruit and retain people with disabilities. • Confirm that reasonable adjustments will continue to be made to enable the employment and redeployment of employees with disabilities. • Ensure that the policy and other information produced by the Authority can be read or received and understood by the people for whom it is intended.
Sex	Positive	The policy commits North Tyneside Council to provide equal opportunities and protection for males and females.
Gender reassignment	Positive	The policy commits North Tyneside Council to provide equal opportunities and protection for people planning, undertaking or who have completed gender reassignment.
Marriage and civil partnership status	Positive	The policy commits North Tyneside Council to provide equal opportunities and protection for all.
Pregnancy and maternity	Positive	The policy provides equal opportunities and protection for pregnant women and those on maternity.
Race	Positive	<p>The policy commits North Tyneside Council to:</p> <ul style="list-style-type: none"> • Provide equal opportunities and protection people of all ethnic backgrounds. • Seek to take positive and proportionate action to recruit and retain people from black and minority ethnic communities. • Ensure that the policy and other information produced by the Authority can be read or received and understood by the people for whom it is intended.
Religion or belief	Positive	The policy commits North Tyneside Council to provide equal opportunities and protection for people who have a religion or belief and those who do not.

Sexual orientation	Positive	The policy commits North Tyneside Council to provide equal opportunities and protection for lesbian, gay and bisexual people.
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6. Have you carried out any engagement in relation to this proposal? If so, what?

Engagement has been undertaken:

- Internally, with the Deputy Mayor, Cabinet, Policy, Performance and Research Manager, Human Resources, members of Corporate Equality Group, Law and Governance, Senior Leadership Team, members of Overview and Scrutiny Committee, trades unions, staff (via Teamwork and the intranet), Staff Panel members and representatives of our strategic partners (Engie, Capita and Keir).
- Externally, with organisations representing residents with protected characteristics: AgeUK, North Tyneside Youth Council, faith representatives (from local Muslim, Sikh, Jewish, Catholic and Church of England communities), North Tyneside Women’s Voices, Learning Disability North East, North Tyneside Disability Forum, North Tyneside Coalition of Disabled People, North Tyneside Carers Centre, North Tyneside Young Carers, Action on Hearing Loss, Peary House, Barnardos, VODA, members of the public via our on-line engagement hub and promoted via our website and social media.

The policy has been amended in light of the findings from the consultation and the amended policy has been approved by Senior Leadership Team, subject to Cabinet approval.

7. Is there any information you don’t have that you need to find?

No

8. What actions are already in place, or will be taken, to remove or reduce potential negative impacts? (add more lines to the table if you need to)

Not applicable

9. Are there any potential negative impacts that cannot be removed or reduced? If so, why is this?

None

10. Based on your conclusions from this assessment, what are your next steps?

To seek Cabinet's approval for the revised Equality and Diversity Policy.

11. How will the impact of this proposal be monitored after it is introduced?

The policy is an executive responsibility of Cabinet, and sits within the Human Resources portfolio held by the Deputy Mayor.

Oversight of the policy, its implementation and monitoring rests with Senior Leadership Team, supported by Corporate Equality Group and which is chaired by a member of the Senior Leadership Team.

We will assess and monitor our progress against the purpose of this policy by:

- Regular performance and progress reports to the Cabinet Champion for Equality and Diversity and the Senior Leadership Team.
- The activity of Corporate Equality Group, which leads the equality work of the organisation and co-ordinates a range of activities to help North Tyneside Council fulfil its equality duties in accordance with the requirements of the 2010 Equality Act and Public Sector Equality Duty.
- The inclusion and delivery of actions within our service plans that contribute to the achievement of the commitments made in this policy; and the corporate equality objectives and service actions identified in the Annual Equality and Diversity Review.
- Our equality impact assessment process to ensure we properly consider the potential impact of Cabinet and Full Council decisions on protected groups.
- The identification of the equality and engagement implications of the decisions recommended in our Cabinet and Full Council reports.
- Publication of equality data as required by government, including Gender Pay Gap reporting.
- Dealing with any complaints of discrimination, harassment and victimisation, seriously, promptly and confidentially and ensuring that any person who feels they have suffered any form of discrimination by North Tyneside Council is given guidance in making a [complaint](#).
- Managing any potential equality risks through our Risk Management Process.

- Publication on our website of our Annual Equality and Diversity Review, which reports progress reports against our Corporate Equality Objectives and service equality actions and is evaluated by the Equality and Human Rights Commission to check accessibility and compliance with the 2010 Equality Act and Public Sector Equality Duty.

12. When will this EIA be reviewed?

September 2020 as part of the policy review cycle