

EQUALITY IMPACT ASSESSMENT

Northwards Housing



EQUALITY IMPACT ASSESSMENT

- **Aim**

- To provide Board Members with knowledge and understanding of equality impact assessments



Objectives

- To provide a brief legislative overview and put in the context of EIAs
- To examine the process of conducting an equality impact assessment
 - Setting the scope
 - Completing an initial/ screening EIA
 - Completing a full EIA



Objectives cont...

- What constitutes evidence
- To identify options for effective stakeholder engagement
- Quality control and consistency
- Methods of data collection and monitoring
- To explore Board Members role in EIAs



Performance Drivers for Equality

Race Relations Amendment Act

‘Duty of public authorities to promote race equality’

- **Equality Standard for Local Government**

‘...to ensure that equality feeds into all aspects of policy, employment and service delivery.’

- **Local Government Act 2000**

‘Promote well-being of community..Community Strategy’

- **Comprehensive Performance Assessment**

‘User focus and diversity’



Performance Drivers for Equality cont..

- DDA
- Equality Act 2006
- Single Equality Act – consultation ends September 2008
- Expectations of the community?



Discrimination: Which areas are covered by the law?

race

gender reassignment

gender

disability

age

sexuality

religion and belief

being married



Institutional racism / discrimination

- “The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin.
- It can be seen, or detected in **processes, attitudes and behaviour** which amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping.”



Equality Impact Assessment

- A systematic way of finding out if a policy, or proposed policy, affectsgroups differently.



Groups that may be affected

- ❖ Racial groups
- ❖ Women/men
- ❖ Age
- ❖ Disabled people



Groups that may be affected cont...

- ❖ Sexual orientation
- ❖ Religious belief



Supporters of Southall Black Sisters celebrate their high court victory over Ealing Council



Southall Black Sisters v Ealing Council

The council had failed to assess the adverse impact on BME women of its decision to replace a specialist service with a generic one.

- "There is no dichotomy between funding specialist services and cohesion; equality is necessary for cohesion to be achieved." – *Lord Justice Moses*
- "Specialist services can help communities to bond, and councils must not shirk their duties to minority groups in the name of the cohesion agenda." – *Jess Crocker, NCVO*

Reported in the Guardian | Wednesday July 30 2008



Infrastruct

consultancy and training

Impact Assessment of Policies

‘The formal and informal decisions about how a public authority carries out its duties and uses its powers.’ (CRE)

- ✓ Corporate policies
- ✓ Partnership policies
- ✓ Procurement policies



Impact Assessment outcomes

The end result is a set of evidence-based recommendations to ensure:

- Services and employment accessible to all groups
- Services reach most vulnerable communities
- Resources allocated where most needed
- Regulatory & enforcement powers applied fairly



When to assess impact

- New policy: after initial discussions but **before it is adopted**
- Existing policy: regular review



Monitoring

Monitoring is essential to:

- ❖ Highlight possible inequalities
- ❖ Investigate their underlying causes
- ❖ Remove any unfairness or disadvantage



Impact Assessment Cycle

