

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EqIA) is a method for assessing the effects or impacts of a council policy or function on removing barriers to equality.

The Equality Act 2010 includes a public sector equality duty which requires public authorities to try and eliminate discrimination; advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it and promote equality and good relations across a range of protected characteristics.

The protected characteristics are:

Age	Disability	Gender Reassignment
Marriage and civil partnership	Pregnancy and maternity	Race
Religion or belief (including lack of belief)	Sex	Sexual orientation

An EqIA should be completed with the full range of protected characteristics considered during the initial stages of developing new strategies, policies, functions or services, prior to starting a procurement exercise and before decisions are made.

Examples of when an EqIA should be completed are:

- | | |
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| <ul style="list-style-type: none">• Any proposals to introduce or add to a service | <ul style="list-style-type: none">• Any proposals to adopt policy priorities, strategies and plans |
| <ul style="list-style-type: none">• Any proposals to remove, reduce or alter a service | <ul style="list-style-type: none">• Changes to staffing structure where groups of employees are likely to be negatively affected |
| <ul style="list-style-type: none">• Any new policies or changes to policies | <ul style="list-style-type: none">• Any proposals in relation to procured or commissioned services |

Stage 1 - Equality Screening

Whenever a policy/service or function is reviewed, changed, developed or removed an initial equality impact assessment stage 1 will need to be undertaken. This is a screening template and will help establish whether a full assessment is needed. This should be done at an early stage of the process so that it is part of policy development.

Stage 2 – Equality Impact Assessment

This is the full EqIA and seeks to identify the equality considerations that have been taken into account including any mitigating actions proposed and ensures decisions are based on evidence. The EqIA will need to be agreed with the appropriate Head of Service or Director and should be included on the decision making report, along with commentary on the assessment in the main body of the report.

STAGE 1 – Equality Screening

1. Identify the policy, project, function or service change

a. Person responsible for this EqIA

Officer responsible: Tracy Brown

Service Area: Community, Wellbeing and Partnerships

Title: Safeguarding and Partnership Manager

Date of assessment: 27.6.24

Signature: THS Brown

b. Is this a policy, function, strategy, service change or project?

Other

If other, please specify: Grant award

c. Name of the policy, function, strategy, service change or project

Detached Youth Work Grant

Is this new or existing?

New or proposed

Please specify reason for change or development of policy, function, strategy, service change or project

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Aims:

Young people in Cheltenham have access to high quality and effective youth work practice that is inclusive and easily accessed in a time and place that meets their needs.

Objectives:

To award a grant to a provider to deliver the Cheltenham detached youth work programme of behalf of No Child Left Behind.

Outcomes:

We want the detached youth work programme to provide provision that compliments existing services and is:

- Universal, in that it is open to all young people as opposed to being targeted intervention.
- Delivered by one organisation, or a partnership of organisations.
- High quality and delivered by skilled, qualified youth workers (with support from trained volunteers), who are employed by an organisation experienced in delivering youth work.
- Delivered in the areas listed below under Target Cohort.
- Diversionary, offering young people a different experience, led by their needs and wants. To meet the requirements of one of the funding sources, we would expect to see some of the provision include opportunities for creative or cultural expression, whether that is in

	<p>partnership with another local organisation, or you have the skills to deliver this yourself.</p> <ul style="list-style-type: none"> • Considers ways to reduce health inequalities and support the mental wellbeing of the young people engaged with. • Supporting wider work to divert young people at risk of criminal exploitation. • Reflective of the No Child Left Behind (NCLB) community agreement, in that the provision should be based on our key themes of being trauma informed and based on kindness and empathy.
Benefits:	Young people 11-18 who live in the Moors area of St Peters or St Pauls or who gather in the town centre. It will especially benefit young people at risk of criminal exploitation or taking part in risky behaviours

e. What are the expected impacts?	
Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.	Yes
Do you expect the impacts to be positive or negative?	Positive
Please provide an explanation for your answer:	
The award of the grant to provide detached youth work should have a positive impact both on the beneficiaries but also on the wider community.	

If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

f. Identify next steps as appropriate	
Stage Two required	Yes
Owner of Stage Two assessment	Tracy Brown
Completion date for Stage Two assessment	27.6.2024

Please forward this completed form to [add email address] and move on to Stage 2 if required.

STAGE 2 – Full Equality Impact Assessment

2. Engagement and consultation

The best approach to find out if a policy etc, is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those equality groups.

a. Research and evidence

List below any data, consultations (previous, relevant, or future planned), or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality.

b. Consultation

Has any consultation be conducted?

Yes

Describe the consultation or engagement you have conducted or are intending to conduct. Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option.

If no consultation or engagement is planned, please explain why.

Consultation has been carried out with young people who attended the holiday activity and food programme in 2023. Consultation is currently being carried out with young people across the Town to understand here they feel safe and what activities they enjoy taking part in as well as their priorities.

These views have developed the criteria for grant and will continue to impact the delivery of the programme going forward so it remains reflect of the needs of the young people.

3. Assessment

a. Assessment of impacts

For each characteristic, please indicate the type of impact (positive – contributes to promoting equality or improving relations within an equality group, neutral – no impact, negative – could disadvantage them).

Please use the description of impact box to explain how you justify the impact and include any data and evidence that you have collected from surveys, performance data or complaints to support your proposed changes

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Protected Characteristic	Specific Characteristic	Impact	Description of impact	Mitigating Action
AGE	Older people (60+)	Neutral	It is not target at this age but may have an indirect impact of making their local area feel safer.	
	Younger People (16-25)	Positive	Young people 16-18 will have positive adult roles models building relationships with them and offering activities and support	
	Children (0-16)	Positive	Young people 11-16 will have positive adult roles models building relationships with them and offering activities and support	
DISABILITY A definition of disability under the Equality Act 2010 is available here . <i>See also carer responsibilities under other considerations.</i>	Physical disability	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
	Sensory Impairment (sight, hearing)	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
	Mental health	Positive	Young people with mental health concerns will be able to improve their wellbeing though accessing detached youth work.	
	Learning Disability	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise.	
GENDER REASSIGNMENT		Neutral	It will give young people in this category opportunity to reduce isolation, get support and socialise as it will meet young people whether they are at geographically and developmentally.	
	Women	Neutral		

MARRIAGE & CIVIL PARTNERSHIP	Men	Neutral	N/A	
	Lesbians	Neutral	N/A	
	Gay Men	Neutral	N/A	
PREGNANCY & MATERNITY	Women	Neutral	N/a	
RACE* Further information on the breakdown below each of these headings, is available here . For example Asian, includes Chinese, Pakistani and Indian etc	White	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
	Mixed or multiple ethnic groups	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
	Asian	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
	African	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
	Caribbean or Black	Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
		Neutral	May have a slight positive impact by making the provision more accessible as it will be flexibly located in their own community or where they socialise	
RELIGION & BELIEF**	See note	Choose an item.		

A list of religions used in the census is available here				
SEX (GENDER)	Men	Positive	It will have a positive impact on young men as we know from data that they are currently more likely to be criminal exploited in target areas	
	Women	Positive	It will give young women an opportunity to be engaged with in an environment they feel comfortable in.	
	Trans Men	Positive	It will give young people who may be more marginalised opportunity to build trusting relationship in a way they feel is more accessible as it is informal	
	Trans Women	Positive	It will give young people who may be more marginalised opportunity to build trusting relationship in a way they feel is more accessible as it is informal	
SEXUAL ORIENTATION	Heterosexual	Neutral		
	Lesbian	Positive	It will give young people who may be more marginalised opportunity to build trusting relationship in a way they feel is more accessible as it is informal	
	Gay	Positive	It will give young people who may be more marginalised opportunity to build trusting relationship in a way they feel is more accessible as it is informal	
	Bisexual/Pansexual	Positive	It will give young people who may be more marginalised opportunity to build trusting relationship in a way they feel is more accessible as it is informal	
Other considerations				
Socio-economic factors		Positive	The cohort of young people that are being targeted are likely to be from	

(income, education, employment, community safety & social support)			economically disadvantaged backgrounds, this	
Rurality i.e. access to services; transport; education; employment; broadband		Neutral	N/A	
Other (e.g. caring responsibilities)		Positive	It will give young people with caring responsibilities the opportunity to reduce isolation, get support and socialise as it will meet young people whether they are at geographically and developmentally.	

* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions in the census is available [here](#)

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4. Outcomes, Action and Public Reporting

a. Please list the actions identified through the evidence and the mitigating action to be taken.

Action	Target completion date	Lead Officer
We will work with the grant recipient through the monitoring of their delivery to ensure that the provision is accessible and inclusive.	March 2025	Tracy Brown

b. Public reporting

All completed EqIA's are required to be publicly available on the Council's website once they have been signed off. EqIA's are also published with the papers for committee and full council decisions.

Please send completed EqIA's to [email address]

5. Monitoring outcomes, evaluation and review

The Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from Corporate Policy and Governance will be available to provide support and guidance, please email xxxx if you have any questions.

6. Change log

Name	Date	Version	Change