

Title of the policy	Equalities Policy Statement
Date	23/09/2014
Lead Officer	Human Resources
Who else is involved in undertaking this assessment?	N/A

Step 1 – Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
The Equalities Policy Statement has been developed in order to clearly set out the Council's commitment to equality of opportunity and eliminating discrimination.
B. What specific groups is the policy designed to affect/impact?
This Policy Statement is intended to inform all internal colleagues and those working on the Council's behalf including employees, agency workers, contractors and Members, and also the community as a whole.
C. Which groups have been consulted as part of the creation or review of the policy?
The Council's recognised Trade Unions have been consulted prior to the implementation of this Policy Statement, and also the senior management team.

Step 2 – What we already know and where there are gaps

A. List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc.
<p>Data/information such as:</p> <ul style="list-style-type: none"> ▪ Consultation ▪ Previous Equality Impact Assessments ▪ Demographic information ▪ Anecdotal and other evidence
<p>The Council produces a quarterly equalities monitoring report regarding the structure and demographics of its workforce. The latest quarter of analysis showed that the total workforce headcount was 574, broken down as follows:</p> <p>Sex – Male / Female: 43.2% / 56.8%</p> <p>Disability: 3.66% of the workforce declared themselves as having a disability</p> <p>Sexual Orientation: 0.008% of the workforce identified themselves as gay, lesbian or bisexual</p> <p>Ethnic Origin: the majority of the workforce were White/British (85.02%), with those identifying as Indian forming the second largest group (6.10%)</p> <p>Age: 90.24% of the workforce are aged over 25</p> <p>Workforce monitoring data relating to other protected characteristics as defined by the Equalities Act 2010 are not currently available.</p> <p>In comparison, in the wider Charnwood community the population was 166,100 at the time of the last Census in 2011.¹ The population of Charnwood is made up of the following:</p>

¹ See

<http://www.neighbourhood.statistics.gov.uk/dissemination/LeadKeyFigures.do?a=3&b=6275051&c=charnwood&d=13&e=62&g=6444156&i=1001x1003x1032x1004&m=0&r=1&s=1411467228824&enc=1>

[Accessed 23/09/14]

Sex – Male / Female: 49.9% / 50.1%

Disability: There are currently no national or regional Census statistics relating to disability, although it is estimated that around 15% of the population may have a disability or long term illness.²

Sexual Orientation: Although there are currently no formal statistics regarding sexual orientation, it is estimated that around 10% of the population will be gay, lesbian or bisexual.³

Ethnic Origin: According to the 2011 Census, 84.3% of Charnwood's population is White/British, and 6.16% of the population of the area are Indian which represents the second largest group.

Religion and Belief: Data regarding religion and belief is not currently captured by the Council, but Census figures relating to the Charnwood area indicate that 55.5% of the population declared themselves as Christian and 29.2% as having no religion. 5.0% of the population identified as Hindu.

Socio-Economic: While there are no specific measures of socio-economic status, home ownership is generally thought to be an indicator. In Charnwood, 72.9% of households own their home, compared to the national average of 64.12%.⁴

B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)

The data collected indicates that the workforce of Charnwood Borough Council may not be representative of the local population, and further that there may be inequalities in the local population itself. It is important therefore for the Council to be able to demonstrate its commitment to equality.

Step 3 – Do we need to seek the views of others? If so, who?

A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

No further consultation is required as the Equalities Policy Statement is an expression of the Council's intentions to ensure the principles of equality apply to all groups and to confirm its expectation that those working for the Council will engage in activities and behaviour intended to promote equality of opportunity and reduce discrimination.

Step 4 – Assessing the impacts

	In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)
Age	
Disability	
Gender	
Religious Belief	
Racial Group	
Sexual Orientation	
Transgender	As there is currently no local or regional data regarding transgender people, it is not possible to state if the Policy Statement will actually have an impact on them. However, the Policy Statement has been drafted in an inclusive manner,

² See

http://www.charnwood.gov.uk/files/documents/charnwood_demographic_information_2013/Charnwood%20Borough%20Council%20Demographic%20Profile%202013.pdf p3 [Accessed 23/09/14]

³ See

http://www.charnwood.gov.uk/files/documents/charnwood_demographic_information_2013/Charnwood%20Borough%20Council%20Demographic%20Profile%202013.pdf p16 [Accessed 23/09/14]

⁴ See

http://www.charnwood.gov.uk/files/documents/charnwood_demographic_information_2013/Charnwood%20Borough%20Council%20Demographic%20Profile%202013.pdf p12 [Accessed 23/09/14]

	which would also apply to transgender people, so it is expected that the impact of the Policy Statement will be positive.
Other protected groups (pregnancy & maternity, marriage & civil partnership)	
Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	As there is currently little relevant local or regional data, it is not possible to state if the Policy Statement will actually have an impact on people in these groups. However, the Policy Statement has been drafted in an inclusive manner, so it is expected that the impact of the Policy Statement will be positive.
All	The Equalities Policy Statement has been drafted in an inclusive manner, and contains clear references to expectations of its employees and workers as representatives of the Council. The overall effect of the Equalities Policy Statement is expected to be positive as it is intended to help the Council achieve its aims of eliminating discrimination, advancing equality of opportunity, and fostering good relations.

Step 5 – Action Plan

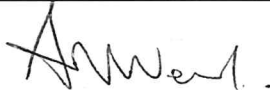
Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date

Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	This assessment will be sent to the Service Head for agreement and published on the intranet. It will form the basis for producing a policy that is designed to remove barriers and have a positive effect as well as explaining the Council's expectations of its staff.
Service users	✓	This assessment will be published on the Council's external Internet page (www.charnwood.gov.uk), which can be publicly accessed.
Partners and stakeholders	✓	This assessment will be published on the Council's external Internet page (www.charnwood.gov.uk), which can be publicly accessed.
Others	✓	This assessment will be published on the Council's external Internet page (www.charnwood.gov.uk), which can be publicly accessed.
To ensure ease of access,	✓	The Equalities Policy Statement and this

what other communication needs/concerns are there?		assessment would be made available to all staff and published on the intranet. Copies in alternative formats may be made available as necessary.
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Step 7 – Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate	
I agree / disagree with this assessment / action plan	
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:	
Signed (Service Head):	
Date:	

Please send completed & signed assessment to: Rachel Beaumont