



**East Staffordshire Borough Council  
Equality and Health Impact Assessment (EHIA)**

This EHIA documents how you have taken into account health impacts and the requirements of the Public Sector Equality Duty in the decision making process for this function, policy or service.

<b>1</b>	<b>Title of function, policy or service to be assessed:</b> Single Equality Scheme
<b>2</b>	<b>Date:</b> September 2018
<b>3</b>	<b>Name of EHIA author:</b> Stiliyana Stoyanova
<b>4</b>	<b>EHIA team:</b> Stiliyana Stoyanova, HR Assistant (OD and Equalities) Linda McDonald, SSC Manager (HR, OD & Payments) Emily Baker, SSC HR Senior Officer (HR & Payroll) Neil Brown, Assistant Indoor Facilities Manager Brett Atkinson, Housing Options Manager
<b>5</b>	<b>Head of Service:</b> Andy O'Brien
<b>6</b>	<b>Is the policy, function or service existing, new or being reviewed?</b> Review of Single Equality Scheme
<b>7</b>	<p><b>State the aims, objectives and purpose of the function, policy or service and provide a summary of the service provided:</b></p> <p>The updated Single Equality Scheme states how we will progress equalities throughout the Council, and sets out the Council's response to the Equality Act 2010 and the public sector general and specific duties.</p> <p>The Scheme includes our commitment to equality, responsibilities for equality, the activities of the Equalities and Health Working Group and information on equality and health impact assessments. It also includes our commitment to equality monitoring.</p> <p>The corporate objectives within the Single Equality Scheme have largely remained the same with updates made to the actions and measurements under each one.</p> <p>Objective 1: Everyone can access our services, facilities and information Objective 2: Decision making and services are influenced by the needs of residents and communities Objective 3: Discrimination, harassment and hate crime is not tolerated Objective 4: Our workforce, and workforce policies, support equality</p>

8	<p><b>Are there any other functions, policies or services which might be linked with this one for the purpose of this EHIA?</b></p> <p>None.</p>								
9	<p><b>Who is it intended to affect or benefit (the target population)?</b></p> <p>The Scheme is intended to affect:</p> <ul style="list-style-type: none"> <li>▪ All residents of and visitors to the Borough</li> <li>▪ East Staffordshire Borough Council service and non-service users</li> <li>▪ East Staffordshire Borough Council staff and Councillors</li> <li>▪ Job applicants for jobs at East Staffordshire Borough Council</li> <li>▪ Victims and perpetrators of hate crimes and incidents, harassment, all types of discrimination and bullying related to any protected characteristic</li> </ul> <p>The Scheme focuses on the protected characteristics of age, gender, disability, ethnicity, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage and civil partnership.</p>								
10	<p><b>Equality impacts</b></p> <p>The Public Sector Equality Duty requires public bodies, in the exercise of their functions, to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</li> <li>• Advance equality of opportunity between people who share a protected characteristic and those who do not.</li> <li>• Foster good relations between people who share a protected characteristic and those who do not.</li> </ul> <p><b>Within this table, state whether the policy, function or service will have a positive or negative impact across the following protected characteristics and provide any comments.</b></p> <table border="1" data-bbox="215 1370 1476 2024"> <thead> <tr> <th data-bbox="215 1370 467 1456"></th> <th data-bbox="467 1370 620 1456">Positive Impact</th> <th data-bbox="620 1370 791 1456">Negative Impact</th> <th data-bbox="791 1370 1476 1456">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="215 1456 467 2024">Age</td> <td data-bbox="467 1456 620 2024">X</td> <td data-bbox="620 1456 791 2024"></td> <td data-bbox="791 1456 1476 2024"> <p>The commitments within the Scheme apply to all protected characteristics, including age.</p> <ul style="list-style-type: none"> <li>▪ Alternative formats of documents are available on request. Employees are aware of the processes for creating or requesting alternative formats</li> <li>▪ Information about all Council facilities and their accessibility is available to the public through the Council's website</li> <li>▪ ReBalance classes are promoted at the Brewhouse Arts Centre</li> <li>▪ Assisted Collection Scheme for refuse and recycling collection to support residents in need</li> </ul> </td> </tr> </tbody> </table>		Positive Impact	Negative Impact	Comments	Age	X		<p>The commitments within the Scheme apply to all protected characteristics, including age.</p> <ul style="list-style-type: none"> <li>▪ Alternative formats of documents are available on request. Employees are aware of the processes for creating or requesting alternative formats</li> <li>▪ Information about all Council facilities and their accessibility is available to the public through the Council's website</li> <li>▪ ReBalance classes are promoted at the Brewhouse Arts Centre</li> <li>▪ Assisted Collection Scheme for refuse and recycling collection to support residents in need</li> </ul>
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	Disability	X		<p>The commitments within the Scheme apply to all protected characteristics, including disability.</p> <ul style="list-style-type: none"> <li>▪ The Council’s website meets W3C web standards and AA accessibility standards</li> <li>▪ Alternative formats of documents are available on request. Employees are aware of the processes for creating or requesting alternative formats</li> <li>▪ Information about all Council facilities and their accessibility is available to the public through the Council’s website</li> <li>▪ Inclusive Fitness Initiative (IFI) status achieved at Uttoxeter and Meadowside leisure centres</li> <li>▪ <i>Changing Places</i> toilet and changing facility at Uttoxeter and Meadowside leisure centre.</li> <li>▪ Hold <i>Able Too</i> games</li> <li>▪ Develop various Health Promotion initiatives and achieve 20% participant rate across all Sports Development initiatives</li> <li>▪ Training and volunteering opportunities at the Greenhouse Gardening Centre</li> <li>▪ Assisted Collection Scheme for refuse and recycling collection to support residents in need</li> <li>▪ The Council as a Disability Confident (Level 2) Employer (accreditation) and a Mindful Employer (voluntary initiative)</li> </ul>
	Sex / gender reassignment / pregnancy or maternity	X		<p>The commitments within the Scheme apply to all protected characteristics, including sex, gender reassignment and pregnancy or maternity.</p> <ul style="list-style-type: none"> <li>▪ Inclusive Cycling Facility available at Shobnall Leisure Centre</li> <li>▪ <i>Ladies only</i> swimming sessions provided at Meadowside Leisure Centre</li> </ul> <p>Limited national and local data related to gender reassignment.</p>

	Race	X		<p>The commitments within the Scheme apply to all protected characteristics, including race.</p> <ul style="list-style-type: none"> <li>Develop various Health Promotion initiatives and achieve 20% participant rate across all Sports Development initiatives</li> </ul>
	Religion or belief	X		<p>The commitments within the Scheme apply to all protected characteristics, including religion or belief, including religion or belief.</p> <ul style="list-style-type: none"> <li>Consultation with the Muslim community to review and revise burial procedures and processes</li> </ul>
	Sexual orientation	X		<p>The commitments within the Scheme apply to all protected characteristics, including sexual orientation.</p> <p>Limited workforce and service user data is available for this protected characteristic to be reported.</p>
	Other, e.g. marital status and civil partnership; full-time, part-time and fixed-term employment; trade union membership.	X		<p>Marriage and civil partnership is a protected characteristic and is covered in the Scheme.</p>
	<p><b>All protected characteristics:</b></p> <ul style="list-style-type: none"> <li>The Scheme is committed to the elimination of unlawful discrimination and harassment related to all protected characteristics.</li> <li>The Scheme requires decision making and service delivery to be informed by a consideration of the impact on all protected characteristics and other vulnerable groups.</li> </ul>			
<b>11</b>	<p><b>What evidence do you have for the statements made in question 10?</b></p> <p>The Scheme is based on the following evidence:</p> <ul style="list-style-type: none"> <li>East Staffordshire Borough Council workforce profiles and service user data.</li> <li>National, regional and borough information from a variety of sources, including the 2011 Census, the Office for National Statistics, and Staffordshire Police.</li> <li>Information and publications from the Equality and Human Rights Commission.</li> </ul>			

Nationally<sup>2</sup>, according to the hate crime statistics reported by the police, race and sexual orientation were the top two most commonly recorded factors for hate crime and incidents in England and Wales in the year 2016-2017. Similarly, the Equality and Human Rights Commission<sup>5</sup> highlighted in 2016 that race remains the most common motivation for hate crime at 82%.

Locally, the main reason for prejudice as the cause of hate crimes and incidents in the period from 2015 to 2017 in Staffordshire was also race<sup>3</sup>. The second most common motivating factor for hate offences recorded by Staffordshire Police in 2015 and 2016 was disability, which in 2017 was replaced by sexual orientation as the second most aggravating factor (representing 13% of all recorded offences)<sup>3</sup>.

In 2017 the Crown Prosecution Service<sup>8</sup> announced that the number of completed prosecutions for disability hate crimes that year was the highest ever (1 009).

Although hate crimes, related to gender, were the least commonly reported locally<sup>3</sup> in 2017 (only two gender-related hate-crimes reported), the number of recorded incidents relating to transgender identity as a separate reason for prejudice was higher for both Staffordshire<sup>3</sup> and the whole of England and Wales<sup>2</sup>, and were viewed as steadily increasing from 2015 to 2017.

According to police records, it is known that a hate crime incident may have more than one motivating factor, for example hostility towards an individual's age and sexual orientation. In Staffordshire<sup>3</sup>, the estimated percentage of offences which had involved more than one recorded reason has increased from 2.4% in 2015 and 3.2% in 2016 to 5.3% in 2017. The most commonly reported causes of such hate crime offences were both race and religion.

Nationally, discrimination, bullying or harassment in the workplace continue to be experienced mainly by employees with a physical or psychological disability or long-term illness; gay, lesbian or bisexual employees; and employees in relation to pregnancy and maternity<sup>4</sup>.

#### Sources:

<sup>1</sup> Home Office, Office for National Statistics and Ministry of Justice, 2013. *An Overview of Hate Crime in England and Wales*.

<sup>2</sup> O'Neill, A., 2017. *Hate Crime, England and Wales, 2016/17*. Home Office.

<sup>3</sup> Staffordshire Police, 2018. *Hate crime data by recorded date 2015-2018* (analysis produced for the purpose of this Equality and Health Impact Assessment).

<sup>4</sup> Equality and Human Rights Commission, 2015. *Is Britain Fairer?*

<sup>5</sup> Equality and Human Rights Commission, 2016. *Healing a Divided Britain: The Need for a Comprehensive Race Equality Strategy*.

<sup>6</sup> Equality and Human Rights Commission, 2017. *Being Disabled in Britain: A Journey Less Equal*.

<sup>7</sup> Crown Prosecution Service, 2016. *Hate Crime Report 2014/2015 and 2015/2016*.

<sup>8</sup> Crown Prosecution Service, 2017. *Hate Crime Annual Report 2016-17*.

<p><b>12</b></p>	<p><b>Consultation:</b> Describe what consultation has been undertaken on this function, policy or service, who was involved and the outcomes.</p> <p>Information from the following sources was sought during the review of this Scheme:</p> <ul style="list-style-type: none"> <li>- Equality and Health Working Group</li> <li>- Managers and staff members</li> <li>- research with Equality and Human Rights Commission, ACAS, Staffordshire police and other public and private sector organisations on the recent updates on equality-related policies</li> </ul> <p>Feedback on our corporate equality objectives will be sought from residents (via the website and by distributed questionnaires at specific locations, e.g. the Customer Service Centre) and will inform the annual report.</p>
<p><b>13</b></p>	<p><b>Briefly explain how the policy, function or service contributes to community cohesion by answering the following questions:</b></p> <ul style="list-style-type: none"> <li>• How will it provide equality of access to services, information and employment?</li> <li>• Does it or could it promote good relationships within and between communities?</li> <li>• How will it help to prevent social exclusion?</li> <li>• Will it help to reintegrate those who have become excluded?</li> <li>• Will this assist with communities feeling that they are connected to decision making that affects them?</li> <li>• How will it provide good quality, inclusive services?</li> </ul> <p>The Single Equality Scheme’s aim is to outline the key equality objectives the Council is committed to. It states that the Council, as a public organisation, is constantly working towards ensuring the processes of service delivery and employment practices promotes equality and inclusion. The commitment to improving and providing accessible services fairly to all sections of the community, meeting customers’ diverse needs, promoting good relationships between those who share a protected characteristic and those who do not, and eliminating all and any type of discrimination related to any of the protected characteristics, is also supported by the equality awareness which is central to the Council’s culture and workforce values.</p> <p>Ensuring that the take up of our processes and procedures is monitored and that service delivery recognises the needs of different people will help provide improved services, which are more valued by the community, and increase inclusion.</p>

<b>14</b>	<b>Health impacts – screening question</b>		
	Will the subject of this EHIA:		
		<b>No</b> (provide a brief explanation of your response)	<b>Yes</b> (Is this impact positive or negative? provide a brief explanation of your response)
	Have a direct impact on health, mental health and wellbeing?	The Scheme will not have a direct impact on health, mental health or wellbeing.	
	Have an impact on social, economic and environmental living conditions that would indirectly affect health?	The Scheme will not have an impact on social, economic and environmental living conditions which could affect health indirectly.	
Have an effect on an individual's ability to improve their own health and wellbeing?		The nature of a number of the corporate equality objectives relating to health and sports activities can have a strong impact on people's ability to improve their quality of life, health and wellbeing and their willingness to continuously access the services to prolong the positive impact.	
Affect access to, and the quality of, health, mental health or wellbeing services?			
Please refer to the EHIA guidance document. If you answer yes to any of these questions a health impact assessment is required, please complete section 16.			
<b>15</b>	<b>Head of Service signature:</b> I am satisfied with the results of this EHIA.		

### 16. HEALTH IMPACT ASSESSMENT<sup>1</sup>

To be completed if you have answered yes to any of the health impact screening questions.

A. Describe the health impact(s). Please refer to the screening questions in Q14.	B. Answering yes to these questions indicates an important health impact. Be explicit and include the evidence that has been considered.			C. Are the health impacts significant?
Identify the health impact(s)	Will the health impacts affect the whole population? Will it affect particular groups of people differently?	Will the health impacts be difficult to remedy or have an irreversible impact? Are they likely to cause public concern?	Will the health impacts be medium to long term? Are they likely to create cumulative impacts?	Does this health impact have a significant positive or negative impact? (based on your responses to section B)
The nature of a number of the corporate equality objectives relate to health and sports activities which can have an impact on people's ability to improve their quality of life, health and wellbeing and their willingness to continuously access the services to prolong the positive impact.	The impact could affect the whole borough, but may impact more upon people with particular protected characteristics.	N/A	The positive impact could be medium- to long-term.	Positive

<sup>1</sup> Adapted from 'Health Impact Assessment of Government Policy, a guide to carrying out a Health Impact Assessment of new policy as part of the Impact Assessment process.' Department of Health, July 2010 p.13

## 17. EQUALITY AND HEALTH IMPACT ASSESSMENT RECOMMENDATIONS AND ACTION PLAN

**Please describe the actions, if any, you will take to mitigate against negative health or equality impacts identified in this assessment, or to maximise the benefits of the policy or service. If significant action is required it should be included in Service Plans.**

Is it a Health or Equality action?	Issue/impact identified	Recommendation / action required	Lead officer and timescale	Resource allocation
Equality	Review of Scheme	Review in a scheduled time Take into consideration any internal and external equality information which would help inform further changes of objectives and actions.	HR Team	Officer time