

## **Stage 1: Equality Impact Assessment**

<b>1. What are the main aims purpose and outcomes of the Policy and how do these fit with the wider aims of the organization?</b>
<p>The aim of the policy is to set out the Council's commitment to equalities and how we will implement the equality duty. Equalities relates to the Council's value of 'Equality in a diverse organisation' and directly relates to themes in the Strategic plan. Namely the priority of 'Corporate &amp; customer excellence' and subsequent outcome 'Services are customer focused and residents are satisfied with them' and in relation to the priority 'A decent place to live' and its outcome 'Residents are not disadvantaged because of where they live or who they are, vulnerable people are assisted and the level of deprivation is reduced'. The Council also has a legal duty under the equalities act 2010 to:</p> <ul style="list-style-type: none"> <li>• Eliminate discrimination, harassment, victimisation and any other prohibited conduct.</li> <li>• Advance equality of opportunity.</li> <li>• Foster good relations between people.</li> <li>• Publish objectives to demonstrate how we will meet 1-3 above and publish information on our performance.</li> </ul>
<b>2. How do these aims affect our duty to:</b>
<ul style="list-style-type: none"> <li>• <b>Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the act.</b></li> <li>• <b>Advance equality of opportunity between people who share a protected characteristic and those who do not.</b></li> <li>• <b>Foster good relations between people who share a protected characteristic and those who do not.</b></li> </ul>
<p>The aim of the policy is to promote the equality duty. The policy specifies the council's duty in relation to equalities, its roles and responsibilities and how it will be monitored.</p>
<b>3. What aspects of the policy including how it is delivered or accessed could contribute to inequality?</b>
<p>None, If the Council did not have an equalities policy there would be no clear identification of what the Council's roles and responsibilities are in relation to equalities and how it will be monitored. Delivering the policy itself should help highlight where inequalities exist.</p>
<b>4. Will the policy have an impact (positive or negative) upon the lives of people, including particular communities and groups who have protected characteristics ? What evidence do you have for this?</b>
<p>The policy should have a positive effect on how the Council interacts with its residents, service users and employees as the policy sets out how the council will treat its stakeholders therefore expectations are clear. There is no impact on any communities or groups who have protected characteristics.</p>