

Impact Assessment (IA)

Name of the project, policy, service, or strategy:	Equality Strategy and Objectives		
Responsible Officer:	Kieran Leonard		
Service Lead:	Hollie Walmsley		
Date of Assessment:	11/10/2024	Date of Review:	



WORKING TOGETHER

Introduction

Overview

What is an Impact Assessment?

An Impact Assessment is a tool used to assess any actual or potential impact of proposed actions on people with regards to equalities, health and sustainability.

When to use an Impact Assessment?

It is important that any Impact Assessment is completed in a timely manner and should be completed at the start of the process for any of the following:

- New or reviewed project, policy or strategy
- Any proposals to create, remove or alter a service
- Changes to staffing structure, particularly where groups of employees are likely to be negatively affected
- Any proposals in relation to procured or commissioned services

An Impact Assessment must be included at the project development stage.

Who is the Impact Assessment for?

The responsibility of conducting the Impact Assessment is with the leading officer, whilst service leads are responsible for ensuring the quality of assessments, providing final sign off and continually monitoring assessments.

Once an assessment has been signed off by the service lead, it will automatically be uploaded to the Impact Assessment SharePoint folder.

Why do we need to do Impact Assessments?

As Councils, we are committed as community leaders, service providers, and employers. Therefore, we will work to ensure that everybody is afforded equality of opportunity and good life chances. The Impact Assessment is a tool we use to ensure that we fulfil these commitments and thus meet our legal duties.

Instructions

Quick steps for completion

Follow the quick steps below when completing the Impact Assessment:

1. Sections: There are three sections to the Impact Assessment. These include:

- Equality impact: the impact on protected characteristics groups from the Equality Act 2010, which include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage and civil partnership. See the Equality Framework. For further information, please follow the links below:
 - [Chorley Council - Equality and Diversity](#)
 - [South Ribble Council - Equality and Diversity](#)
- Health and environmental impact: the impact on health and wellbeing as well as the environment.
- Reputational impact: the impact on the Councils' reputation and our ability to deliver our key priorities. Reference should be made to the Corporate Strategies.

2. Rating and evidence: Each section has a number of questions that should be given a rating and evidence given for why the rating has been selected. This allows us to quantify the impact. The rating key is outlined below:

Code	Description
P	Positive impact
N	Negative impact
NI	Neutral impact

3. Actions: Once a rating is given, actions should be identified to mitigate any negative impacts or maximise any positive impacts of the policy, project, or strategy that is being assessed.

4. Sign off: Once the assessment is completed, sign off is required by a Service Lead.

5. Submit: Once signed off, the Impact Assessment should be sent to the Equalities inbox.

6. Follow up: Actions should be implemented and changes should be made to the policy, project, or strategy that has been assessed, with follow ups conducted annually to monitor progress.

Information and Support

Contact details

To submit your completed Impact Assessment or for guidance and support, please contact equalities@chorley.gov.uk or equalities@southribble.gov.uk.

Equality Impact

Area for consideration	P	N	NI
<ul style="list-style-type: none"> How can we ensure we eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the Equality Act 2010? How can we advance equality of opportunity between people who share and people who do not share a relevant protected characteristic? How can we foster good relations between people who share and people who do not share a relevant protected characteristic? 	P	N	NI
What potential impact does this activity have upon:			
Age (how does this affect those of different ages?)	x		
Disability (how does this affect those with physical or mental disability?)	x		
Gender Reassignment (how does this affect those who have undergone or are undergoing gender reassignment?)	x		
Pregnancy or Maternity (how does this affect those who are pregnant or are parents?)	x		
Race (how does this affect those of different races?)	x		
Religion or Belief (how does this affect those of different religions or beliefs?)	x		
Sex (how does this affect those of different sexes?)	x		
Sexual Orientation (how does this affect those of different sexual orientations?)	x		
Marriage and Civil Partnership (how does this affect those who are married or in a civil partnership?)	x		
Evidence (How could this impact on people with any protected characteristic? How will you mitigate against any negative impact to a protected characteristic? How will you maximise any positive impact to a protected characteristic?)			
<ul style="list-style-type: none"> The Equality Strategy will help to ensure equality is considered within decision-making, policy and service delivery. It will also help to address any inequalities by supporting people in the community who are most in need and ensure adequate access to services for all. 			

- The Equality Objectives have a positive impact on all protected characteristics groups. The objectives provide a comprehensive approach to both communities and our workforce through a programme of activity that will identify where we will take action as well as improving awareness and understanding.

Health, Social and Environmental Impact

Area for consideration	P	N	NI	Evidence
What potential impact does this activity have upon:				
Enabling people to start well (pre-birth to 19)? <i>(Please consider childhood obesity, vulnerable families, and pregnancy care)</i>	x			<ul style="list-style-type: none"> • The strategy will help to support people to have adequate access to services and support council outcomes, regardless of age. • The Equality Strategy will provide structure that articulates how the Council will ensure it meets its Public Sector Equality Duty. • The Equality Objectives are wide ranging and include a number of activities that will support residents to start, live and age well. For example, through our objectives focused on involving and supporting our communities we will continue to implement and deliver the social prescribing service and will share equality data to inform future service delivery.
Enabling people to live well (16 to 75 years)? <i>(Please consider mental and physical wellbeing, living environment, healthy lifestyles, and improving outcomes)</i>	x			
Enabling people to age well (over 65 years)? <i>(Please consider social isolation, living independently, dementia, and supporting carers and families)</i>	x			
Socio-economic and social cohesion? <i>(Please consider financial impact)</i>	x			<ul style="list-style-type: none"> • The strategy will support social cohesion by considering all people, including those with protected characteristics, to enable equal access to opportunities for all within our borough.

Natural environment? (Please consider impact on habitation, ecosystems, and biodiversity)			x	<ul style="list-style-type: none"> No impact identified.
Air quality and pollution? (Please consider impact on climate change, waste generation, and health)			x	<ul style="list-style-type: none"> No impact identified.
Natural resources? (Please consider the use of materials and as well as transport methods and their sustainability)			x	<ul style="list-style-type: none"> No impact identified.
Rurality? (Please consider the impact of those who live in rural communities, their access to services/activities)	x			<ul style="list-style-type: none"> Delivering more inclusive services for people and ensuring access to services, including people living within rural communities.

Strategic Impact

Area for consideration	P	N	NI	Evidence
What potential impact does this activity make upon:				
<p>The Councils' reputation? (Please consider impact on trust, confidence, our role as community leaders, and providing value for money)</p>	x			<ul style="list-style-type: none"> • The Equality Act 2010 establishes that public authorities must comply with the Public Sector Equality Duty. The duty aims to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. • The Equality Strategy will provide structure that articulates how the Council will ensure it meets its Public Sector Equality Duty. • The Equality Strategy will enhance the reputation of the Council by ensuring equality is considered at all levels of Council decision-making, policy, and service delivery to make sure we have a fair, inclusive and accessible borough. • The Equality Act 2010 requires public authorities to publish equality objectives every 4 years. The current equality objectives now require refreshing.
<p>Our ability to deliver the Corporate Strategy? (Please refer to the Strategic Objectives)</p>	x			<ul style="list-style-type: none"> • The adoption of the Equality Strategy and Equality Objectives will improve trust in the council by helping to provide a fair, inclusive and accessible borough for all residents, where there is equal access to services and opportunities. • For example, the strategy will support the Corporate Strategy priority 'an exemplary council' through understanding our community (e.g. undertaking our Residents' Survey and establishing an equality profile for the borough), ensuring we have adequate access to services for our residents.

Planned Changes and Further Actions

If any planned changes to the proposal or further actions were identified through the Impact Assessment, they should be listed in the table below:

Action	Start Date	End Date	Lead Officer
Delivery of the Equality Action Plan	December 2024	December 2028	Kieran Leonard (Transformation Graduate)