

# Equality Impact Assessment

The Public Sector Equality Duty placed a duty on all public bodies to have due regard to the need to:-

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The duty has the following three aims:-

- To remove or minimise disadvantages suffered by people due to their protected characteristics.
- To take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- To encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected Characteristics are:-

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion, belief or lack of belief
- Sexual orientation
- Marriage and Civil partnership. (For this characteristic the duty only applies to the first aim to eliminate discrimination)

## **What we need to do when preparing to do something new or writing a report.**

The three aims of the duty may be more relevant to some functions than to others. How much due regard is required depends on the individual circumstances of the decision.

In some cases you may conclude that Equality is not relevant at all, or that you have already addressed equality issues in your preparatory work, in which case you can just put a simple paragraph in your document for decision maker's information.

This document is a tool designed to help you determine how relevant your proposal is to the duty and also to the protected characteristics. You could also include it in with any Committee Reports for decision maker's information, or you could summarise it within your report, but the information you gather must be available to those making the decision.

Since the Equality Act became law there have been several court cases where Councils have been challenged as to whether or not they have complied with the duty when making decisions, these have established case law principles and are known as the "Brown" principles.

These principles are that:

- Decision makers must be made aware of their duty to have 'due regard' to the identified goals.
- The due regard duty must be fulfilled before and at the time that a particular policy is being considered by the public authority in question.
- The duty must be exercised in substance, with rigour and with an open mind.
- The duty imposed on public authorities ... is a non-delegable duty.
- The duty is a continuing one.
- It is good practice for those exercising public functions in public authorities to keep an adequate record showing that they had actually considered their ... duties and pondered relevant questions.

<b>Lead Officer:-</b>	Rebecca Dyer
<b>Decision Maker(s):-</b>	Cabinet
<b>Name and Type of decision:-</b>  e.g. Policy, contract, service delivery change.	Events Policy - Updated Policy
<b>Date of decision</b>  When will the final decision be taken?	13th May 2024
<b>Aims of the decision</b>  <ul style="list-style-type: none"> <li>• Objectives</li> <li>• Intended outcomes</li> <li>• Key actions</li> <li>• Who and how many will be affected</li> </ul>	The event policy and terms & conditions has been updated to reflect the current needs of event organisers and obligations of DDC. The documents have been produced to make the criteria and expectations of the council clear along with a charging schedule that is fair for events of different sizes and types. The aim is to benefit those involved in the events process e.g Staff, Internal departments, Event Organisers, Event Safety Advisory Group(ESAG) members, Parish Councils, Town Councils, Town Teams, Businesses, Community Groups, Members and external agencies.
<b>Information and Research</b>  <ul style="list-style-type: none"> <li>• Summarise research and information that you used to prepare your proposals / preferred options</li> <li>• What data did you use to research your proposals</li> <li>• List anything you found that will affect people with protected characteristics.</li> </ul>	Due to a fatality on DDC land during an event period, an inquest took place, from that inquest recommendations were spoken about in DDC's statement, it was suggested these recommendations should be explored further, this process took place through debriefs and meetings with external & internal ESAG members.
<b>Consultation</b>  <ul style="list-style-type: none"> <li>• Has there been any specific consultation done</li> <li>• What were the consultation results</li> <li>• Did the consultation analysis show any difference for people with protected characteristics.</li> <li>• What conclusions did you draw from the consultation</li> </ul>	Consultation took place internally and externally with ESAG members  Changes to the were policy were made from the consultation process

<b>Assessing if the decision is likely to be relevant to the three aims of the Equality Duty.</b>	
<b>Aim</b>	<b>Relevance Yes / No</b>
Eliminate discrimination, harassment, victimisation	Yes
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	Yes
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Yes

**If you have decided that this decision is relevant to the three aims of the Equality Duty, use the section below to show how it is relevant and what the impact will be.**

<b>Protected Characteristic</b>	<b>Relevance High/Medium/Low</b>	<b>Impact of the decision Positive / Negative</b>
Age	Low	Positive
Disability	Low	Positive
Gender reassignment	Low	Positive
Gender	Low	Positive
Marriage and Civil Partnership	Low	Positive
Pregnancy and Maternity	Low	Positive
Race	Low	Positive
Religion, Belief or Lack of Belief	Low	Positive
Sexual Orientation	Low	Positive

<p>If you have found negative impact, outline the measures you intend to take to mitigate it.</p>	
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This Equality Impact Assessment must attach to any report throughout the decision making process, to allow the final decision makers to have Due Regard.