Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	EDI Strategy 2024-2028
Lead Officer (SRO or Assistant Director/Director)	Sam McVaigh
Department/Team	People & Inclusion
Proposed Implementation Date	November 2024
Author of the EqIA	Lee Cawley
Date of the EqIA	September 2024

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
In accordance with the Equality Act 2010 and to meet requirements set out in the Public Sector Equality Duty within the act, local authorities are required to set, publish and review equality objectives to be refreshed every four years. It is common practice for public sector bodies to set out their equality objectives in a strategy document. The Council last set equality objectives in a joint four year Inclusion Strategy with Bury CCG in 2020. This aimed to set the foundations for building an effective EDI function and governance structures in both organisations and a review of these objectives has shown that these aims have been met. With the dissolution of the CCG, the proposed 2024-2028 strategy and objectives are Council only. These build on the successes of the previous strategy and proposes a set of priorities for 2024-28 to ensure that consideration of protected characteristics and intersectionality are threaded through our workplace and community activities.

The EDI strategy has clear demonstrable links to the Let's Do It Strategy. Each objective in the EDI strategy supports a focus of inclusion through the prism of protected characteristics, enabling people with protected characteristics to realise the benefits of the Let's Do it outcome measures.

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?
Employees: **Yes** Community/Residents: **Yes** Third parties such as suppliers, providers and voluntary organisations: **Yes** If the answer to all three questions is 'no' there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation
Documentary Evidence:
Data: Our Employment Equality Report illustrates the demographics of the staff and resident across the borough this strategy relates to.
Stakeholder information/consultation: Appendix B EDI Strategy Consultation

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.
• Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups? **No** • Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic? **No** • Could the proposal affect the usage or experience of a service because of a protected characteristic? **No** • Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal? **No**

- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation? **Less**
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)? **No**
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council? **No**

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
All Characteristics	Greater access and delivery of training and awareness improves knowledge, service design, service provision and community cohesion	Employment Equality Report		Positive
All Characteristics	Adopting a people inclusion framework ensures consistent best practice approach to delivering EDI work as an employer	Employment Equality Report		Positive
All Characteristics	Collating, analysing and using good quantitative and qualitative data supports tailored service design, service provision and community cohesion initiatives	Employment Equality Report		Positive

Bury Council – Equality Impact Analysis

All Characteristics	Understanding needs from a protected characteristic and intersectional focus will allow a greater understanding of housing needs in terms of social housing allocation	Employment Equality Report		Positive
All Characteristics	Multi organisation approach to EDI will support tailored and intersectional focus on service design, service provision and community cohesion	Employment Equality Report		Positive
Age	Links to, and promotes the Staying Well strategy for older people	Employment Equality Report		Positive
Age	Inclusive recruitment practices supporting access to employment for younger people	Employment Equality Report		Positive
Age	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for	Employment Equality Report		Positive

	younger and older people			
Disability	Inclusive recruitment practices supporting access to employment for disabled people	Employment Equality Report		Positive
Disability	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for disabled people	Employment Equality Report		Positive
Disability	Sensory impairment communication strategy will support reducing health inequalities and greater inclusion in community and workplace activities	Employment Equality Report		Positive
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				
Race	Inclusive recruitment practices supporting access to employment for	Employment Equality Report		Positive

	people from ethnic minorities			
Race	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for people from ethnic minorities	Employment Equality Report		Positive
Religion and Belief	Inclusive recruitment practices supporting access to employment for people following minority religions	Employment Equality Report		Positive
Religion and Belief	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for people following minority religions	Employment Equality Report		Positive
Sex	Formation of a Women's Forum will provide lived experience voice and need to service design, service	Employment Equality Report		Positive

	provision and support services			
Sexual Orientation				
Carers	Inclusive recruitment practices supporting access to employment for carers	Employment Equality Report		Positive
Carers	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for people who are carers	Employment Equality Report		Positive
Care experienced children and care leavers	Inclusive recruitment practices supporting access to employment for care experienced younger people	Employment Equality Report		Positive
Care experienced children and care leavers	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for care leavers	Employment Equality Report		Positive

Care experienced children and care leavers	Accommodation strategy for care leavers to provide a solid base as they enter adulthood	Employment Equality Report		Positive
Socio-economically vulnerable	Cross organisational work will support reducing food poverty across the borough	Employment Equality Report		Positive
Veterans	Inclusive recruitment practices supporting access to employment for veterans and their families	Employment Equality Report		Positive
Veterans	Diversifying vacancy advertising and where we advertise increases access to employment routes and opportunities for veterans and their families	Employment Equality Report		Positive

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16

3.2 Level of risk identified	0
3.3 Reasons for risk level calculation	All impacts are positive

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed		

Bury Council – Equality Impact Analysis

with caution and this risk recorded on the risk register, ensuring continual review	

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Sam McVaigh		
Responsible Asst. Director/Director	Sam McVaigh		
EDI	Lee Cawley		

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details