

EQUALITY IMPACT: SCREENING AND ASSESSMENT FORM

Section 1: Policy/Function/Decision (PFD) Details A PFD is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for.		
Name of PFD:	Equalities Mainstreaming Report and Equality Outcomes 2013-2017	
Lead Department & other departments/ partners involved:	Corporate Services (with all other departments involved through the Equality and Diversity Working Group)	
Responsible Officer	Peter Barry	
Impact Assessment Team	Ricardo Rea, Equality Officer/Members of the Equality and Diversity Working Group/Suzanne Greer, Co ordinator, Community Planning and Policy	
Is this a new or existing PFD?	New This Mainstreaming Report offers the Council an opportunity to present an overview of its work on equality, which is focused on reducing significant inequalities, how we comply with the law, and to demonstrate accountability and transparency to our service users, our staff and other stakeholders. The Mainstreaming report and Equality Outcomes are also legal requirements under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, that must be published no later than 30 th April 2013.	
Start date of this EIA Process:	June 2012	End date of this EIA Process: 11th January 2013
Who are the main target groups/ who will be affected by the PFD ?	Protected Groups across West Dunbartonshire, West Dunbartonshire Council Staff. The setting and pursuit of mainstreaming equalities will have a joint relevance with other community partners in the area.	
Is the PFD Relevant to the General duty to eliminate (E) discrimination, advancing (A) equal opportunities or foster (F) good relations? Please enter brief detail	The proposed Equality Outcomes are relevant in terms of E,A,F.	
Yes:	If yes, complete all sections, 2-9	
	If no, complete only sections 8-9	
	If don't know, complete sections 2 & 3 to help assess relevance	

Section 2: Evidence

Please list the available evidence used to assess the impact of this PFD, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.

Available evidence:

Consultation/ Involvement with community, including individuals or groups or staff as relevant	Extensive work was undertaken; see consultation
Research and relevant information	<p>Equality and Human Rights Commission Triennial Review 'How Fair is Britain' 2010</p> <p>The Impact of Race Equality Duty on Council Services 2008 (Audit Scotland)</p> <p>Joint work was undertaken with the Scottish Councils' Equality Network in August 2012 to collectively examine equalities evidence at a Scotland level. This was then used to identify high level areas of potential concern. These have been shared with the Council's Equality and Diversity Working Group and Departments to form a basis.</p> <p>Examination of local data, WDC Social and Economic Profile, WDC Disability Profile 2009, Local Transport Scheme Consultation results from 2012, service monitoring, employment monitoring, census data.</p> <p>Examination of relevant Local Research:</p> <ul style="list-style-type: none">- Stronger, Safer supported: Increasing LGBT Tolerance, Awareness and Service Provision in West Dunbartonshire, Equality Network Research 2011- Racial Equality In West Dunbartonshire, Hexagon Research, 2008 <p>Examination of national data, sourced widely, including the Scottish Government Equality Evidence Finder website.</p> <p>We also took account of the final reports on the West Dunbartonshire Council Equality Scheme 2009-2012, and Gypsy Traveller Strategy West Dunbartonshire Council 2008-2011</p> <p>Data and evidence has been mapped together. The mapping informed the question areas we identified when for community and staff surveys.</p> <p>The results of these local surveys and consultation with communities and staff have</p>

	been used to inform the mainstreaming report and equality outcomes.
Officer knowledge	The knowledge/experience of Equality Officers within Community Planning and Policy has been drawn upon, and that of elected members and officer members of the Equality and Diversity Working Group
Equality Monitoring information – including service and employee monitoring	Employment Monitoring Data was provided by Human Resources and Organisational Development for the Mainstreaming Report. This also informed the employment and employability related equality outcomes. Available service monitoring data was considered; it was noted that this could be greatly improved and this is identified as an action at section 6 below.
Feedback from service users, partner or other organisation	Covered in consultation section. There have been regular meetings with Community Planning Partners during 2012 to share information and ideas on setting and harmonising work on equality outcomes.
Other	The Council's Strategic Plan and Single Outcome Agreement were studied during the process of identify equality outcomes and producing the mainstreaming report to ensure as common an approach as possible.
Are there any gaps in evidence? Please indicate how these will be addressed	
Gaps identified	Local data (e.g. service Monitoring) could have been stronger however this was bolstered with strong nation data and evidence
Measure to address these	Expansion of service monitoring and revised engagement with equality groups will provide better baseline and progress information in future
<i>Note: Link to Section 6 below Action Plan to address any gaps in evidence</i>	

Section 3: Involvement and Consultation

Include involvement and consultation relevant to this PFD, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Extensive Consultation and involvement has taken place to inform the mainstreaming report and equality outcomes

Details of consultations	Dates	Findings	Characteristics
Meeting with Gypsy Travellers to discuss draft equality outcomes	07/01/2013	Very strong support for inclusion of an equality outcome on improving accommodation for gypsy travellers, also support for work on education and health. Support for reviewing engagement processes with equality groups and bring groups together	Race
Covered by Citizens Panel and Staff Survey Work	December 2012 to January 2013	See cross cutting for more detail	Sex
Discussions with West Dunbartonshire Access for All (Access Panel)	June and August 2012	Support for an Equality Outcome on improving access to public transport, Support for measures to increase the employment of disabled people	Disability
Covered by Citizens Panel and Staff	December 2012 to January 2013	See cross cutting for more detail	Age

Survey Work			
<p>Covered by Citizens Panel and Staff Survey Work</p> <p>Meeting with anti sectarian project and Renton Community development trust</p>	<p>December 2012 to January 2013</p> <p>11/01/2013</p>	<p>See cross cutting fro more detail</p> <p>Clear feeling that work with young people, including through schools and youth groups was key to tackling sectarianism and other forms of prejudiced and linked discrimination</p>	Religion/Belief
LGBT Equality Network	13/12/2012	<p>General Support for draft Equality Outcomes were shared with the Group</p> <p>Support for the general concept of a West Dunbartonshire Equality Forum, but with concerns that bringing groups together may be challenging on certain issues</p>	Sexual Orientation
Clydebank LGBT Group	22/11/12	General discussion regarding equality outcomes/possible areas and idea of setting up an equality forum. Information circulated after this via email – no specific feedback from group, but links to online survey to West Dunbartonshire	Sexual orientation/gender re-assignment

		Equality Groups	
Discussions at the Equality and Diversity Working group on 17/12/2012 specifically on pregnancy and maternity	17/12/2012	It was the strong feeling of the group that there should be a specific equality outcome	Pregnancy/ Maternity
Citizens Panel survey on Equality and Diversity in West Dunbartonshire 1094 responses	October 2012	<p>Strong support for action to tackle discrimination and harassment, especially through work in schools and wider publicity campaigns.</p> <p>Gypsy Travellers were identified as a group that should be supported in terms of educational attainment and employment opportunities.</p> <p>Only a minority of respondents felt that steps to increase equality had gone too far. Disabled people, older people and younger were seen as groups that required more help than at present in support of equality, including in employment.</p> <p>There was strong support for tackling hate crime, and a recognition that this was</p>	Cross cutting; this work asked for opinions and ideas relevant to all protected characteristics;

		currently under reported.	
2 focus groups with Citizens Panel members	13/12/2012	Participants said that there were still significant problems from discrimination and harassment, including at schools, and that Council could be more effective tackling this especially in schools especially in terms of disability, sexual orientation and sectarianism. However there was a clear message that work with adults was also needed.	<p>Across all groups consulted, there was an acknowledgement that discrimination, harassment and disadvantage needed to be tackled and that the Council had a responsibility and remit as well as power to do this.</p> <p>There was remarkable agreement across groups that work in schools and with young people was vital in doing this. However wider publicity and work with adults was also required.</p>
Online Staff Survey 70 responses	12/12/2012 to 10/01/2013	Strong support for tackling discrimination and disadvantage generally, strong support for making greater use of flexible working arrangements.	<p>There was acknowledgement that society was more tolerant/accepting than in the past, but that there was still a significant way to go on this, with prejudicial attitudes and language informing underpinning harassment, discrimination and disadvantage.</p>
Staff focus Group and meetings with individual staff members	18/12/2012	Concerns on the treatment of older workers and disabled workers in terms of sickness absence and reasonable adjustment, support for extending flexible working. Request for greater 'buy in' of senior staff on equalities	
Online survey to Equality Groups, responses from 12 members of equality groups	October 2012	In contrast to the surveys to staff and citizens panel members, responses from equality groups indicated that 75% of respondents felt that the Council's approach to equality was poor or very poor. In	

		common with other surveys there was strong support for community campaigns and work in schools to combat discrimination. There was strong support for education as away of tackling disadvantage.	
Community Participation Committee	22/02/2012	First draft possible equality outcome areas were shared with the Community Participation Committee, asked for and were supplied with clarification on language used in terms of protected groups	
<i>Note: Link to Section 6 as required</i>			

Section 4: Analysis of positive and Negative Impacts in terms of; Eliminating discrimination (E)
Advancing (A) Equal opportunities or Fostering (F) good relations? **Please refer to the Equality Outcomes listed as an appendix**

Protected Characteristic	Positive Impacts	Negative Impacts	No Impact
Race	1 2, 8, 9, 12, 13, (E,A,F)		
Sex	1, 2, 3, 4, 7, 9, 11, 14 (E,A,F)		
Gender Re-assignment	1, 8, 9 (E,A,F)		
Disability	1, 2, 5, 8, 9, 10, 14, (E,A,F)		
Age	1, 7, 14 (E,A,F)		
Religion/ Belief	1, 8, 9 (E,A,F)		
Sexual Orientation	1, 8, 9 (E,A,F)		
Pregnancy/Maternity	6 (E,A)		
Civil Partnership/ Marriage; this PC is not relevant for Specific Duties; however under the General Duty we are required to eliminate any discrimination for this PC.			No impact
Cross Cutting	Setting up a West Dunbartonshire Equalities Forum, will contribute to fostering (F) good relations between and within groups by promoting understanding		
<i>Note: Link to Section 6 Action Plan in terms of addressing impacts</i>			

Section 5: Addressing impacts

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	
2. Continue the Policy	X
3. Adjust the PFD	
4. Stop and remove the PFD	
Give reasons:	The Mainstreaming Support and Equality Outcomes support, eliminating discrimination, promoting equal opportunities and fostering good relations. The proposed activities to support this work are in line with goals of the SOA and Strategic Plan. The proposed policy is in line with the Councils values, including sustainability, equal opportunities, transparency and putting customers first.
<i>Note: Link to Section 6 below Action Plan</i>	

Section 6: Action Plan describe action which will be taken following the assessment in order to; reduce or remove any negative impacts, promote any positive impacts, or gather further information or evidence or further consultation

These actions are aimed at promoting positive impacts

Action	Lead Department	Intended outcome	Date	Protected Characteristic
Increase amount and range of equalities monitoring in terms of service delivery and analyse results; this work is ongoing	All Departments, with a lead provided by Corporate Services	To provide better information for ensuring that services are reached by those who need them. To provide data to help measure progress toward meeting equality outcomes. This links to actions identified in the Impact Assessment of the current Single Outcome Agreement.	April 2013- March 2017	Cross cutting
Support and facilitate a West Dunbartonshire Equality Forum	Corporate Services/Community Planning Partners	Provide and more robust and efficient means of involvement on equality issues for protected groups and statutory agencies and voluntary agencies operating in the West Dunbartonshire Area; this will support mainstreaming equalities into community planning. Linked to the forum, a community Interest bank/database (CIB) will be set to capture issues of concern and ideas for improvements	Functional Network by April 2014	
Continue to share information and ideas with Community Planning Partners on Equality Outcomes and supporting activities	Corporate Services	To support a joined up approach to the setting and pursuit of equality outcomes by Community Planning Partners in the West Dunbartonshire area.	Ongoing	

Are there any negative impacts which cannot be reduced or removed? please outline the reasons for continuing the PFD

No, the steps above are to ensure that opportunities provided by mainstreaming and equality outcome are as well supported as possible and carried out efficiently and effectively in transparent fashion.

Section 7: Monitoring and review		
Please detail the arrangements for review and monitoring of the policy		
How will the PFD be monitored? What equalities monitoring will be put in place?	It is a legal requirement that the Council produce an update on progress on the Equality Outcomes we have identified by 30 th April 2015. The steps identified in the action plan (Section 6 above) will contribute to this update.	
When will the PFD be reviewed?	April 30 th 2015 for progress report, April 30 th 2017 for review of Equality Outcomes	
Is there any procurement involved in this PFD? If yes please confirm that you have read the WDC Equality and Diversity guidance on procurement	No	
Section 8: Signatures		
The following signatures are required:		
Lead/ Responsible Officer:	Signature: Peter Barry	Date: 14/01/2013
EIA Trained Officer:	Signature: Ricardo Rea	Date: 11/01/2013
Section 9: Follow up action		
Publishing: Forward to community Planning and Policy for inclusion on intranet/internet pages	Signature: Ricardo Rea	Date: 11/01/2013
Service planning: Link to service planning/ covalent – update your service plan/ covalent actions accordingly	Signature: Ricardo Rea	Date: 11/01/2013
Give details, insert name and number of covalent action and or related PI: CS/12-17/CP/011b; Develop and publish equality outcomes to meet legislative timescales CS/12-17/CP/011a; Support departments on equalities mainstreaming and improved practice and report on progress		
Committee Reporting: complete relevant paragraph on committee report and provide further information as necessary	Signature: Ricardo Rea	Date: 11/01/2013
Completed form: completed forms retained within department and copy passed to Policy Development Officer (Equality) within the CPP team	Signature: Ricardo Rea	Date: 29/01/2013