

Equality Impact Assessment

Service Area Being Assessed:	Neighbourhood Services
Section:	Community Involvement Team
Date of Assessment:	5 th March 2021
Person(s) Responsible for Assessment:	Jude Milburn
Is this a new or existing Policy?	New

1.	Briefly describe the function being assessed	<ul style="list-style-type: none"> The new Community Involvement Strategy 2021 		
2.	Who are the main stakeholders in relation to the function?	<ul style="list-style-type: none"> Tenants, residents and service users North East Derbyshire District Council RHL Board Members and Operational Board Members Staff The wider community, including community groups, TARAs and clubs Partner organisations, including public, private and voluntary sectors. 		
3.	Who will be consulted as part of this EIA? What types of consultation will be carried out?	The Involved Tenants Group and Operational Board have been consulted. They have received the document and have had the chance to comment on it.		
4.	<u>Does</u> the strategy have a differential impact on racial groups ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the strategy has any differential impact on racial groups. The Strategy sets out a clear understanding of the community profile and commitments in terms of – Relationships, voice and influence, communication, accountability, quality and complaints.

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5.	<u>Does</u> the function have a differential impact due to <u>gender</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	All CIT run groups and activities are open to all and encourage participation from any gender. We seek involvement from all groups to ensure involvement groups are representative of the wider RH customer base.
6.	<u>Does</u> the function have a differential impact on <u>disabled people</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the strategy has any differential impact on disabled people. The CIT always consider accessibility when planning and delivering projects in the community. The team ensures that the groups we support also have robust policies to ensure inclusivity for all. The CIT run chair-based exercise classes, which help people with mobility difficulties to keep fit and remain active.
7.	<u>Does</u> the function have a differential impact due to <u>age</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the strategy has a differential impact due to age. The Community Involvement Team will be delivering a project to support older people to develop IT skills so they can engage in the modern world e.g. join virtual events and meetings. The team provide support to many groups that cater for older people. The Community Improver project encourages children and young people to become active in their community and provides positive activities for young people to get involved with. The CIT develops many projects that focus on youth diversion. For example, the team is supporting the establishment of a BMX club in Mickley.
8.	<u>Does</u> the function have a differential impact due to <u>sexuality</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the strategy has a differential impact due to sexuality. The projects and activities delivered by the team are open to all. The team follows a robust Equality and Diversity policy.

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		Yes	No	What evidence exists to support your analysis?
9.	<u>Does</u> the function have a differential impact due to religion or belief ?		✓	Nothing in the strategy discriminates in terms of religion or belief. The team ensures that projects are run in venues that will not discourage people from becoming involved in activities.
10.	<u>Does</u> the function have a differential impact due to any other protected or vulnerable characteristics including marriage or civil partnerships, pregnancy or maternity ?		✓	<p>Nothing in the strategy has a differential impact due to any other protected or vulnerable characteristics. The team looks to improve the health of community members, for example through exercise classes and healthy eating projects. These will have positive impacts on pregnant women as well as the wider community.</p> <p>The CIT ensure that people are able to participate a be involved in activities without any financial cost to them. For example, community activities are free of charge and expenses are reimbursed for travel to involvement group meetings and activities.</p> <p>The CIT respond and listen to any concerns around barriers to involvement and ensure they react in a way that ensures individuals can participate fully. For example, the CIT has worked hard to train people to use technology to access remote meetings during the COVID pandemic. The team will continue to offer the opportunity to join meetings remotely, meaning those who cannot attend physical meetings, be it because of mental or physical health, or time constraints on the travel involved. The CIT will always look to be innovative, ensuring the widest possible involvement and inclusivity.</p>

If the answer is NO to all questions 4-10 and no differential treatment has been found, there is no requirement for a full Equality Impact Assessment. Please go back regularly and review the cycle.

If the answer is YES to any of the questions 4-10, please continue to question 11.

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11.	In what areas could the differential impact identified in 4-9 be considered to be an adverse impact in this function? (Please tick if yes)	Other protected characteristics	Race	Gender	Disability	Age	Sexuality	Religion/belief
12.	What solutions will be introduced to overcome these adverse impacts?							
13.	In what areas does this service mitigate possible differential impacts? (Please tick)	Other protected characteristics	Race	Gender	Disability	Age	Sexuality	Religion/belief
14.	What Strategies are in place to safeguard and spread these impacts?							
15.	Which Action Plans have these solutions/Strategies been transferred into?	Community Involvement Plan 2021/22						

Tip - Std Para to use if the answer is “No” to points (4) – (10) above
 – “No adverse impact has been identified from the service access analysis (CPR – ED Report)”

Signed off by _____ :

Date: _____

Consultation Comments

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