

Community Impact Assessment

Equality, Diversity and Inclusion – Progress Update

Author: Wendy Tompson, Head of Policy and Insight

Date: 15 February 2023



➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Cross-cutting – Impacts that affect all or multiple protected characteristics</p>	<p>Strengthening the Council’s approach to Equalities, Diversity and Inclusion will have positive impacts on people with protected characteristics, both within the organisation and across Staffordshire. This includes work that the County Council undertakes to deliver against its Equalities duties, together with a range of initiatives and activities that are set out within the Equalities, Diversity and Inclusion (EDI) delivery plan, such as:</p> <ul style="list-style-type: none"> - strengthening our employment promotion and recruitment processes to enable a more diverse workforce - strengthening our approach to engaging 	<p>Delivery of the EDI delivery plan within agreed timescales, to positively impact on all or multiple protected characteristics could be impacted by resource challenges</p>	<p>Delivery and governance processes, along with key resource, have been agreed to ensure monitoring of progress against the EDI delivery plan is undertaken. In addition, EDI progress is routinely reported through the Council’s Corporate Integrated Performance Management process quarterly, and through Cabinet and Corporate Overview and Scrutiny Committee annually.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<p>and collaborating with our workforce and communities on diversity to raise awareness and enable shared shaping of policies and services, and</p> <p>- strengthening our training offer to employees.</p>		
<p>Age - older and younger people</p>	<p>See cross-cutting benefits identified in first row above.</p>	<p>See cross-cutting risks identified in first row above.</p>	<p>See cross-cutting mitigations / recommendations identified in first row above.</p>
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>			
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>			
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>			
<p>Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>			

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>			
<p>Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>			
<p>Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>			
<p>Sex - men or women</p>	<p>In addition to the cross-cutting benefits identified above, the County Council is undertaking significant analysis to understand and reduce its gender pay gap.</p> <p>There is no difference between the pay of men and women employed in the same or equivalent roles due to our job evaluation mechanism which ensures equal pay, however, there is a difference between the average hourly pay of</p>	<p>See cross-cutting risks identified in first row above.</p>	<p>See cross-cutting mitigations / recommendations identified in first row above.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	men and women across our entire workforce and steps are being taken to reduce this.		

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
All protected characteristics	Further strengthening the Council's approach to Equalities, Diversity and Inclusion will have positive impacts on our workforce. This includes work that the County Council undertakes to deliver against its Equalities duties, together with a range of initiatives and activities that are set out within the EDI delivery plan. With further detail	In addition to risks identified in the first row above in the Equalities Assessment, there is a risk that if staff are not informed and fully engaged, it may result in a lack of awareness and further engagement in EDI activities/initiatives.	In addition to the mitigations / recommendations identified in the first row above in the Equalities Assessment, a range of communication activities and campaigns are to be undertaken as part of the EDI delivery plan, to maximise awareness raising and engagement.

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
	<p>in the EDI delivery plan, these include, providing the workforce with toolkits, information, advice and guidance and training, together with comms to celebrate diversity, all of which are and will continue to have a positive impact on tackling inequalities and promoting diversity and inclusion within the organisation.</p>		

➤ **Health, Well-being and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Work to strengthen the Council's approach to EDI includes broad cross-cutting actions/activity relating to health and well-being.</p>	<p>Further strengthening the EDI approach, and helping to promote diversity and inclusion with a view to also</p>	<p>See cross-cutting risks identified in first row above of the Equalities Assessment.</p>	<p>See cross-cutting mitigations / recommendations identified in first row above of the Equalities Assessment.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>reducing inequalities across Staffordshire has potential to have a positive impact upon people's health and well-being. For example, the shared shaping of policies and services with communities will link with wider work, such as ensuring that all people have full and equal access to opportunities that enable them to lead healthy lives, limiting avoidable health inequalities and disparities.</p>		

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Work to strengthen the Council's approach to EDI includes broad cross-cutting actions/activity that will reduce inequalities and engage and empower</p>	<p>Strengthening the Council's approach to Equalities, Diversity and Inclusion will have positive impacts on our communities. This</p>	<p>See cross-cutting risks identified in first row above of the Equalities Assessment.</p>	<p>See cross-cutting mitigations / recommendations identified in first row above of the Equalities Assessment.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>communities to ensure everyone has the opportunity to prosper and be healthy and happy.</p>	<p>includes work that the County Council undertakes to deliver against its Equalities duties, together with a range of initiatives and activities that are set out within the EDI delivery plan. These include:</p> <ul style="list-style-type: none"> - enhancing our employment promotion and recruitment processes to achieve more diverse candidates - improving quality and reach of engagement activity and - expanding the reach of our work experience/apprenticeship opportunities. 		

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Work to strengthen the Council's approach to EDI includes broad cross-cutting actions/activity that will improve the diversity of the workforce and enable Staffordshire residents to improve their skills and qualifications	Further strengthening our recruitment and retention processes to promote diversity and inclusion will benefit both the organisation, its workforce and people across Staffordshire by promoting the County Council as a 'go to' inclusive employer, bringing different perspectives and experiences to the organisation and providing opportunities for the workforce and Staffordshire residents to improve their skills.	See cross-cutting risks identified in first row above of the Equalities Assessment.	See cross-cutting mitigations / recommendations identified in first row above of the Equalities Assessment.

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
No climate change impacts have been identified			

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
No environmental impacts have been identified			