

**North Yorkshire County Council****Corporate and Partnerships Overview and Scrutiny Committee****12 September 2011****Consultation on Revised Equality and Diversity Policy Statement****1.0 Purpose of Report**

- 1.1 To inform the Committee of the current consultation on the revised Equality and Diversity Policy Statement.
- 1.2 To provide the Committee with the opportunity to contribute to the consultation process.
- 1.3 To inform the Committee of work in relation to the Equality Act 2010.

**2.0 Background**

- 2.1 Changes to equality legislation introduced in the Equality Act 2010 and the associated Public Sector Equality Duty make this an opportune time for the County Council to update our Equality and Diversity Policy Statement. The policy statement establishes the authority's approach to equality and diversity. It presents the big picture of what we will do to meet our legal obligations and our commitment to our communities.
- 2.2 The Equality and Diversity Policy Statement requires County Council approval and is scheduled to go to the Executive on 20<sup>th</sup> December 2011 and to Council on 15<sup>th</sup> February 2012. As the Corporate and Partnerships Overview and Scrutiny Committee takes a lead on equality issues it is important for the Committee to receive a specific invitation to contribute to the consultation process.

**3.0 The Consultation**

- 3.1 An online consultation has been available on our website ([www.northyorks.gov.uk/index.aspx?articleid=17016](http://www.northyorks.gov.uk/index.aspx?articleid=17016)) since 1<sup>st</sup> August and will run until 4<sup>th</sup> November 2011. As well as the standard consultation, there is an easy read version. Consultation questionnaires can also be printed off and returned by post. The policy and consultation documents are appended to this report.
- 3.2 A request for participation in the consultation has also been made directly to some protected groups through the physical and sensory impairment reference groups. The North Yorkshire and York Forum has

also been asked to bring the consultation to the attention of voluntary organisations.

- 3.3 A decision was taken to ask respondents to provide equality information across the full range of protected characteristics. By involving web-team colleagues in providing an online version of these questions we now have a template which can be used for other consultations where it is appropriate to gather detailed equality information.
- 3.4 Unison has been consulted about the revised policy and colleagues from CYPS will request feedback from school related trades' unions on 30<sup>th</sup> September 2011. Further input about human relations' elements of the revised policy will be requested at a People Strategy Group meeting.
- 3.5 Although we hope to gain useful feedback from the consultation it tends to be the case that people find big picture policy statements like this somewhat theoretical and therefore less easy to comment on than very specific and concrete proposals or actions impacting on a service directly. We therefore believe that the level and methodology of consultation undertaken is proportionate and will not contribute to consultation fatigue.
- 3.6 The consultation documents are accompanied by a draft Equality Impact Assessment (EIA) on the Equality and Diversity Policy Statement. We will complete the EIA in the light of feedback which we receive feedback from our consultation. A copy of the EIA accompanies this report.
- 3.7 The Committee is invited to contribute to the consultation on the revised Equality and Diversity Policy Statement. The final date for receipt of comments is Friday 4<sup>th</sup> November 2011.

#### 4.0 **Meeting the requirements of the Equality Act 2010 and the Public Sector Equality Duty**

- 4.1 As Members will be aware the Equality Act 2010 which pulled together previous legislation requires the County Council to have due regard to comply with the General Equality Duty (GED) set out in section 149 of the Act. The GED says that we must, in carrying out our functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
- 4.2 The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual

- orientation. The first arm of the duty, i.e. “eliminate unlawful discrimination”, also covers marriage and civil partnerships.
- 4.3 The government laid The Equality Act 2010 (Specific Duties) Regulations 2011 before parliament on 27<sup>th</sup> June 2011. Although these regulations have not yet come into force we are assuming that they will come into force following parliament’s summer recess and are preparing to meet the regulations.
  - 4.4 The Public Sector Equality Duty (PSED) requires us to publish information to demonstrate our compliance with the General Equality Duty not later than 31<sup>st</sup> January 2012<sup>1</sup> and then at intervals of not greater than one year beginning with the date of last publication. We must include information relating to persons who share a relevant protected characteristic who are our employees<sup>2</sup> or other people affected by our policies and practices.
  - 4.5 The Public Sector Equality Duty also requires us to prepare and publish one or more specific and measurable objectives which will help us meet one or more aims of the GED. We must publish our objectives by 6<sup>th</sup> April 2012 and then at intervals of not greater than four years beginning from the date of last publication.
  - 4.6 We must publish this information in a way which is accessible to the public but we can publish information and objective(s) within another published document.
  - 4.7 Our approach to meeting the requirement to publish information is to seek to re-use data which is already collected by service providers to demonstrate compliance with the GED. We will also use opportunities to publish information within other documents which we produce.
  - 4.8 Although The Equality Act 2010 does not explicitly require us to complete Equality Impact Assessments (EIAs) it does require us to give “due regard” to meeting the General Equality Duty (GED). We must be able to demonstrate that decision makers, both officers and members, take the GED into account when making a decision. For this to happen we must first understand the probable impacts of a proposal on any or all protected groups at the time when we develop the proposal. Our understanding of probable impacts must be evidence based and credible evidence is likely to include information gained from engagement with relevant protected groups. If we identify likely adverse impacts we must see whether the impacts can be removed or reduced sufficiently to allow us to proceed with the proposal. If not we should

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<sup>1</sup> 6<sup>th</sup> April 2012 for the governing body of an educational establishment maintained by an English local authority, a local authority with respect to the pupil referral units it establishes and maintains, the proprietor of a City Technology college, City College for Technology or the Arts, or an Academy

<sup>2</sup> for public authorities with 150 or more employees

reconsider it. If adverse impacts remain decision-makers must be aware of the implications of proceeding with a policy.

- 4.9 The Corporate Equality and Engagement Group has recommended that the authority should continue to use the EIA process to support the collection of data and analysis of impacts. The completed EIA pro-forma supplied to decision-makers as part of the decision-making process is a way of demonstrating “due regard”. The Group also recommended including key implications from EIAs in the body of reports. If the evidence suggests that a policy or activity will have little or no impact on protected groups, officers can decide not to carry out a full EIA. Officers must record such a decision and the evidence on which it was based. This information would then be included in and accompany any report and recommendations sent to decision-makers.
- 4.10 Members of this Committee have considered how all Elected Members might gain a clearer understanding of the impact of proposed service changes in the Budget on communities. From this discussion came a desire to look at how Equality Impact Assessments might help overview and scrutiny committees understand the cumulative impacts of service changes on communities. As outlined in the Committee’s work programme, you will be starting ongoing work to look at EIAs to see how useful they are as a tool to assess the impact of service changes and the extent to which they inform the budget process. This activity has the potential to make a very positive contribution to the County Council’s ability to meet its legal obligations and meet the needs of all the communities and individuals we serve.
- 4.11 The presentation of a basic equality profile of their area to Area Committees, as recommended by this Committee, is underway and feedback from Members has been encouraging. Although the data contained in these reports is not of the detailed nature found in Equality Impact Assessments relating to specific services it supports Members in understanding and representing the needs of protected groups within their divisions and across the County.

**5.0 Recommendation**

- 5.1 The Committee is asked to note and contribute to the consultation on the updated Equality and Diversity Policy Statement.
- 5.2 The Committee is asked to note the ongoing work to meet the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

Neil Irving  
Assistant Director (Policy and Partnerships)

Report prepared by Tom Jenkinson, Corporate Development Officer

23<sup>rd</sup> August 2011

**Background Documents (attached):**

- A. Draft Equality and Diversity Policy Statement
- B. Draft Equality and Diversity Policy Statement Consultation
- C. Draft Equality and Diversity Policy Statement and Consultation (Easy Read Version)
- D. Draft Equality and Diversity Policy Statement Equality Impact Assessment



# Equality and Diversity Policy Statement

## Draft for Consultation - August 2011

### **Our commitment**

North Yorkshire County Council welcomes and celebrates diversity and differences between people and the strengths these bring to our communities and workforce. The council aims to provide excellent and efficient local services enabling everyone to fulfil their potential. To do this we must give everyone equal access to services and job opportunities.

Treating everyone the same does not necessarily give people equality of opportunity. Sometimes we need to treat people in a different way to give them the same access to a service or job. We recognise that everyone is different and we will treat people as individuals.

### **Our responsibilities**

The Equality Act 2010 says that we must not treat people unfairly because of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called “protected characteristics”.

As a local authority we must:

- stop unlawful discrimination, harassment and victimisation.
- make sure that people have equality of opportunity whether or not they have a particular protected characteristic.
- build good relations between people who share a protected characteristic and those who don't.

North Yorkshire is a very rural county and people living outside the larger towns can find it difficult to access services. We will treat people fairly wherever they live and make sure they get the services they need.

Where people sit relative to others in terms of income, education and occupation, has an impact on people's life outcomes. We will work to deliver the best possible outcomes for all our communities and citizens.

### **Meeting our responsibilities**

Everyone, including the County Council, has a role to play to realize our vision for North Yorkshire to be an even better place for everyone to live, work or visit. We will work with our citizens and partners to achieve our vision.

As part of meeting our responsibilities:

- We treat staff and customers with dignity and respect.
- We will develop members and staff to help us meet our equality duties.
- We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
- When we think about changing our services, those making the decision need to know how the change could affect people with any of the protected characteristics. This means that we have to consult with people who might be affected by the change. We must do this before making a decision. If the change might cause difficulties for people with a protected characteristic, we need to find ways to reduce this impact. If we can't then we should think carefully about whether to make the change.
- We need to be sure that anyone providing a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
- We will recruit, select, train and promote staff fairly. We will try to get the make up of our staff to match our communities. We will have clear systems for staff to complain if they are treated unfairly.
- We will make it easy for customers to complain if something goes wrong and we will respond quickly and efficiently. Where legal action is intended or underway, complaints will be suspended if legal action starts during the complaint investigation.
- We will investigate if we find that anyone has broken our equality policy. We will take disciplinary action if appropriate.
- We will monitor our equality actions through our usual reporting systems.
- We will publish information each year to show how we are meeting our equality duties.

# Equality and diversity policy consultation

Please read our draft statement and answer the questions below.

Thank you.

**If you are responding as a group:** How would you describe your group's identity and focus (for example an action group for disabled people or a faith group)? *(Please write below)*

**Q1 Have we been clear in our statement about what we are trying to achieve?**

*(Please tick one box)*

Very clear

Clear

Not very clear

Not clear at all

**Q2 To what extent do you agree or disagree that the actions under the heading 'Meeting our responsibilities' will help us to make sure that we treat people fairly?**

*(Please tick one box)*

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

**Q3 Do you think that we should include any other actions under the heading 'Meeting our responsibilities'?** *(Please tick one box)*

Yes

No

Don't know

If yes, please tell us what these actions are? *(Please write in the box below)*

**Q4 Are there any other comments you wish to make regarding the draft equality and diversity policy statement?** *(If so, please write in the box below)*





## Equality monitoring questions

We want to make sure that the services we deliver do not unfairly discriminate against anyone. We also want to make sure that the right services reach the right people at the right time. To help us make sure that we are doing this correctly it would be helpful if you could answer the following questions about yourself.

You do not have to answer these questions. If you do answer the questions you may prefer to answer only some of them. It will not make any difference to the service you receive if you choose not to answer the questions. The information you provide will be made anonymous. No personal information, such as your name or address, will be used in collating statistical data.

**Gender:** (please tick one box) Male  Female  Prefer not to say

**Transgender:** Equality organisations use the terms "transgender" and "trans" as inclusive umbrella terms for a diverse range of people who find their gender identity differs in some way from the gender they were originally assigned at birth.

**Do you or have you ever identified as a transgender or trans person?** (please tick one box)

Yes  No  Prefer not to say

**Age: Which age category are you in?** (please tick one box)

16 - 19  30 - 39  50 - 64  75 - 84  Prefer not to say   
20 - 29  40 - 49  65 - 74  85+

**Sexual orientation: Which of the following best describes how you think of yourself?**

(please tick one box)

Heterosexual / straight  Bisexual  Other, please write below   
Gay / Lesbian  Prefer not to say  \_\_\_\_\_

**Disability: Do you consider yourself to be a disabled person or to have a long-term, limiting condition?** (please tick one box)

Yes  No  Prefer not to say

If you consider yourself to have a disability or impairment please state the type of impairment which applies to you. People may experience more than one type of impairment, in which case you may indicate more than one. If none of the categories apply, please mark 'other' and specify the type of impairment.

- Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches.
- Sensory impairment, such as being blind / having serious visual impairment or being deaf / having a hearing impairment
- Mental health condition, such as depression or schizophrenia
- Learning disability / difficulty, (such as Down's syndrome or dyslexia) or cognitive impairment (such as autistic spectrum disorder)
- Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- Other, please write in the space provided \_\_\_\_\_



**Religion or belief: What is your religion / belief?** (please tick one box)

- |  |  |
|--|--|
| <input type="checkbox"/> No religion                               | <input type="checkbox"/> Christian (including Church of England, Catholic, Protestant and other Christian denominations) |
| <input type="checkbox"/> Jewish                                    | <input type="checkbox"/> Sikh  |
| <input type="checkbox"/> Buddhist                                  | <input type="checkbox"/> Muslim  |
| <input type="checkbox"/> Hindu                                     | <input type="checkbox"/> Prefer not to say   |
| <input type="checkbox"/> Other, please write in the space provided | _____  |

**Ethnic Background:** Please choose one section from A - E, and then tick one box to best describe your ethnic group or background. (please tick one box)

- |  |   |
|--|---|
| <input type="checkbox"/> <b>A White</b><br>British/English/Scottish/Welsh/Northern Irish | <input type="checkbox"/> <b>B Mixed/multiple ethnic groups</b><br>White and Black Caribbean |
| <input type="checkbox"/> Irish   | <input type="checkbox"/> White and Black African  |
| <input type="checkbox"/> Gypsy or Irish traveller  | <input type="checkbox"/> White and Asian  |
| <input type="checkbox"/> Any other white background                                      | <input type="checkbox"/> Any other mixed background   |
| <input type="checkbox"/> <b>C Asian or Asian British</b><br>Indian                       | <input type="checkbox"/> <b>D Black/African/Caribbean/Black British</b><br>Caribbean        |
| <input type="checkbox"/> Pakistani   | <input type="checkbox"/> African  |
| <input type="checkbox"/> Bangladeshi   | <input type="checkbox"/> Other Black/African/Caribbean background                           |
| <input type="checkbox"/> Chinese   | <input type="checkbox"/> <b>E Other Ethnic Group</b><br>Arab                                |
| <input type="checkbox"/> Any other Asian background                                      | <input type="checkbox"/> Any other ethnic group   |
| <input type="checkbox"/> <b>F Prefer not to say</b>                                      |   |

**Thank you for completing this survey.**

**Please send responses to: Equality and Diversity Policy Statement Consultation, Policy, Performance and Partnerships, County Hall, Northallerton, North Yorkshire, DL7 8AD to arrive by Friday 4th November 2011.**

If you require any further information regarding this strategy, or if you require it in another language or format please contact our Customer Service Centre, Monday to Friday 8.00am - 5.30pm (closed weekends and bank holidays). Tel: 0845 8727374 email: [customer.services@northyorks.gov.uk](mailto:customer.services@northyorks.gov.uk) or visit our website at [www.northyorks.gov.uk](http://www.northyorks.gov.uk)

The County Council is subject to the Freedom of Information Act 2000. The County Council may be required to disclose publicly views that have been expressed to it but will take account of your privacy rights. For more information please contact [datamanagement.officer@northyorks.gov.uk](mailto:datamanagement.officer@northyorks.gov.uk)





North

Yorkshire County Council

# Equality and diversity policy statement

August 2011

## Easy read version

Please read what we are going to do to be fair to people. Then answer the questions. You can do this online on a computer. If you print the form out and fill it in then please post it to:

Equality and Diversity  
PPP  
Chief Executive's Group  
County Hall  
Nothallerton  
DL7 8AD

Tell us what you think by Friday 4<sup>th</sup> November 2011.

Thank you for helping.

We used Photosymbols ([www.photosymbols.com](http://www.photosymbols.com)) to make this document.

# North Yorkshire County Council Equality and diversity policy statement (easy read)



We are all different. It is OK to be different.



Council

The council must help everyone in North Yorkshire to get the services they need.



The council must stop people being unkind to other people.



The council must treat everyone in a fair way.



It is fair to give more help to people who need it.



The council must help people to get on well together.



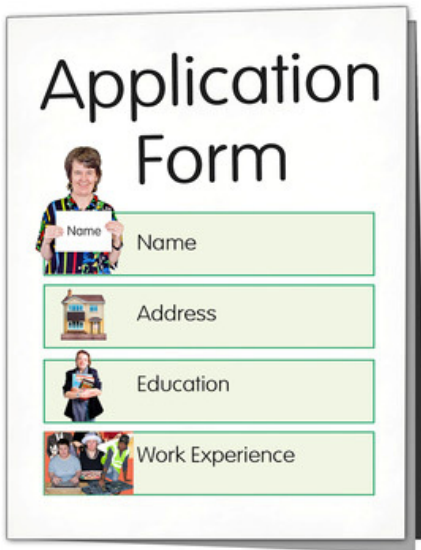
The council will treat everyone with respect.



The council will talk to people before changing something. If people say a change is bad we will try to make it better.



The council will make it easy for people to tell us if we do something wrong. When we are wrong we will put it right.



The council will give people jobs in a fair way.



The council will be fair to people at work.

# What do you think of our policy?



You have just read about what the council will do to make things fairer.



Please answer the questions.



Do you understand what we will do?

Yes 😊

Not sure 😐

No ☹️





Will what we do make things fairer?

Yes 😊

Not sure 😐

No ☹️



Do you want us to do something else to make life fairer? Write in the box.



North

Yorkshire County Council

# Equality Impact Assessment Template

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email [communications@northyorks.gov.uk](mailto:communications@northyorks.gov.uk).

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔



## **Undertaking an Equality Impact Assessment**

Equality Impact Assessments (EIA) should be undertaken at the business case stage when:-

- You are developing a new service or policy
- You are reviewing an existing service or policy
- You are proposing a change to an existing service or policy
- You are reviewing a service or policy carried out on behalf of the council or another organisation
- Your service is re-organised.

They should be referenced in your final recommendations on the service changes so that decision makers can reach an informed decision on the service/policy.

An EIA should cover all the social identity characteristics protected by equality legislation – referred to as ‘**protected characteristics**’ or equality strands. These are;

- Sex
- Sexual orientation
- Religion or belief
- Race – this include ethnic or national origins, colour and nationality
- Disability – including carers
- Pregnancy and maternity
- Gender reassignment
- Age
- Marital/civil partnership status

There is a lot of information available to support you in completing this assessment on the EIA pages on the NYCC intranet

**The Council must publish your equality impact assessment and a summary will be included on the NYCC website in line with statutory requirements. Please be aware that it will become a public document.**

<b>Name of the Directorate and Service Area</b>	CEG: Policy & Partnerships		
<b>Name of the service/policy being assessed</b>	North Yorkshire County Council Equality and Diversity Policy / Policy Statement		
<b>Is this the area being impact assessed a</b>	<b>Policy &amp; its implementation?</b>	X	<b>Service?</b>
	<b>Function</b>		<b>Initiative?</b>
	<b>Project?</b>		<b>Procedure &amp; its implementation?</b>
<b>Is this an Equality Impact Assessment for a</b>  (Note: the Equality Impact Assessment (EIA) is concerned with the policy itself, the procedures or guidelines which control its implementation and the impact on the users)	<b>Existing service or a policy and its implementation?</b>		
	<b>Proposed service or a policy and its implementation?</b>		
	<b>Change to an existing service or a policy and its implementation?</b>		X
	<b>Service or Policy carried out by an organisation on behalf of NYCC?</b>		
<b>How will you undertake the EIA?</b>  Eg team meetings, working party, project team, individual Officer	Lead officer, input from Corporate Equality and Engagement Group, consultation. This EIA is in draft form and will be completed following consultation about the Policy Statement. It will not be signed off until this process is complete.		
<b>Names and roles of people carrying out the Impact Assessment</b>	Tom Jenkinson, Corporate Development Officer – lead officer Members of the Corporate Equality and Engagement Group		
<b>Lead Officer and contact details</b>	Tom Jenkinson, Corporate Development Officer.  01609 533808 <a href="mailto:tom.jenkinson@northyorks.gov.uk">tom.jenkinson@northyorks.gov.uk</a>		
<b>Date EIA started</b>	12 <sup>th</sup> July 2011		
<b>Date EIA Completed</b>			
<b>Sign off by Service Head/ Business Unit Head</b>			

<b>Sign off by Assistant Director (or equivalent)</b>	
<b>Date of Publication of EIA</b>	
<b>Monitoring and review process for EIA</b>	

# **1. Operating Context**

Please consider issues around impacts (positive or negative) raised for **all [protected characteristics](#)** and show your evidence

## **1.1 Describe the service/policy**

What does the service/policy do and how? How would you describe the policy to someone who knows very little about Council Services?

If there is a proposal to change the service or policy, describe what it looks like now and what it is intended to look like in the future. What are the drivers for this proposed change?

Who does it benefit? What are its intended outcomes? Who is affected by the policy? Who is intended to benefit from it and how? Who are the stakeholders? identify those protected characteristics for which this service is likely to have an impact (positive or negative)

Are there any other policies or services which might be linked to this one? Have you reviewed the EIA for these policies/services? What do they tell you about the potential impact?

How will the policy be put into practice? Who is responsible for it?

This EIA, and the Policy statement itself, will be further informed by the full public consultation which we are conducting on the Equality and Diversity Policy. There will be an online consultation running on our accessible website from 1<sup>st</sup> August to 4<sup>th</sup> November 2011. Directorate staff will be engaged by members of the Corporate Equality and Diversity Group. Members will also be kept informed and asked to encourage citizen input. In addition we will carry out some targeted engagement with protected groups.

The North Yorkshire County Council Equality and Diversity Policy Statement provides our customers and staff with information about the council's commitment to equality and diversity including a high level view of the way we will act and the things we will do to meet our commitment.

We identified a need to update our Policy Statement to reflect new legislation, namely the Equality Act 2010 and the Public Sector Equality Duty.

The beneficiaries should be all our customers and employees as we believe that commitment to best practice in equalities and diversity will lead to us seeking to meet the needs of all who use our services in the way most appropriate for them and to draw upon the widest pool of talent for our employees.

The policy should particularly benefit all who have one or more of the Protected characteristics identified in the Equality Act 2010 i.e. age, disability, sex, gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership.

The policy will benefit the council as it establishes the culture and practices which should enable us to meet our legal obligations thereby

	<p>avoiding costs of defending ourselves against legal challenge and accompanying loss of reputation.</p> <p>The policy is the highest level statement of our approach to equality and diversity issues. Our single equality statement, EIA or equivalent process for identifying potential impacts of our actions on protected groups and our collection, analysis of equality data and setting of equality objectives are specific ways of fulfilling the commitment made in the policy.</p> <p>All employees will be responsible for putting the policy into practice. The Corporate Equality and Engagement Group, which has cross-council membership, will provide support and guidance to managers and members who will monitor adherence to the policy through existing structures.</p> <p>In relation to employees the Authority supports the principle of equality of opportunity in employment and is committed to the fundamental principle that procedures to determine the pay and conditions of employment for all employees do not discriminate unlawfully and are free from bias. There are a range of procedures which support this principle including those on job evaluation which has been established as an integral part of the grading of posts at the County Council in order to achieve a fair pay structure which meets legal requirements on equal pay.</p>
<p><b>1.2 How do people use the policy/service?</b></p> <p>How is the policy/service delivered? How do people find out about the policy/service? Do they need specialist equipment or information in different formats? How do you meet customer needs through opening times/locations/facilities? Can customers contact your service in different ways? How do you demonstrate that your service/policy is welcoming to all groups within the community?</p> <p>Does the policy/service support customers to access other services? Do you charge for your services? Do these changes affect everyone</p>	<p>The revised policy statement will replace the existing policy statement on the internet. Our website has been awarded the Shaw Trust Web Accreditation which means that it has been tested by people with a wide range of disabilities and found to be accessible.. The attention of staff, volunteers and members will be drawn to it during induction processes.</p> <p>We have drafted an easy-read version which we will test through consultation.</p> <p>Our equality and diversity policy will be delivered through the way we</p>

<p>equally? Do some customers incur greater costs or get 'less for their money'? Are there eligibility criteria for the service/policy?</p> <p>How do you ensure that staff/volunteers delivering the service follow the Council's equality policies? Does the Council deliver this policy in partnership or through contracts with other organisations? How do you monitor that external bodies comply with the Council's equality requirements?</p>	<p>carry out our functions. We embed our equalities and diversity work into our "business as usual".</p>
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## **2. Understanding the Impact (using both qualitative and quantitative data)**

Please consider issues around impacts (positive or negative) raised for **all protected characteristics** and show your evidence

### **2.1 What information do you use to make sure the service meets the needs of all customers?**

What data do we use now? Is it broken down across protected characteristics (and are these categories consistent across all data sets)? How current is the data? Where is it from? Is it relevant?

What engagement work have you already done that can inform this impact assessment? Who did you talk to and how? What are the main findings? Can you analyse the results of this consultation across the protected characteristics? Are there differences in response between different groups? How has this changed the plans for the policy/service?

Our consultation process will provide further information.

We use data from the Office of National Statistics as well as data we collect about our citizens and service users to understand our customers. STREAM, our new local information system, pulls together a lot of useful data about our communities. As the Equality and Diversity Policy affects all our customers and employees base we have considered county wide data.

### **2.2 What does the information tell you?**

Are there any differences in outcome for different groups e.g. differences in take up rates or satisfaction levels across groups? Does it identify the level of take-up of services by different groups of people? Does it identify how potential changes in demand for services will be tracked over time, and the process for service change?

We will obtain further data through our consultation process.

#### **Our residents**

North Yorkshire is the largest county in England, covering around 3,102 square miles stretching from Scarborough on the North Sea coast to Bentham in the West, and from the edge of Teesside to south of the M62. It includes the urban areas of Harrogate and Scarborough, the



**Please include data and analysis as an appendix**

Yorkshire Dales and North York Moors National Parks, 28 market towns and many small villages and hamlets.

2009 mid-year population figures estimate that 597,700 people live in the County, and population density is low.

23.6% of the population is over 65 (men) or over 60 (women) and this figure is expected to rise. As rates of disability increase with age we anticipate an increase in residents who are disabled and a resultant rise in the number of carers. 17.5% of residents are aged 0-15. 49.3% of residents are male and 50.8% female (statistics round hence slight discrepancy).

The 2001 census only identified 1.1% of our residents as belonging to non-white ethnic groups. The white British residents numbered 552,039 and those from other white groups numbered 8,527. 1,613 residents were of Asian ethnicity and 665 of Black ethnicity. This can make it quite difficult for us to identify and support these residents, who may be isolated within the majority white population.

Also in the 2001 census a majority of residents, 80.3%, identified as Christian. The second largest group was those with no religion, 11.96%, followed by those who did not state a religion, 6.97%. Muslims accounted for 0.18%, Buddhists 0.16%, Hindus 0.11%, Jews 0.1%, Sikhs 0.02%. Other religions accounted for 0.19%.

In the 2008 Place Survey 74.3% of respondents believed that local public services treat all types of people fairly. Whilst this figure is above the national (70.8%) and Regional (68.3%) responses there is plenty of room for improvement. In the same survey 79.6% of North Yorkshire respondents said that they had been treated with respect and consideration by their local public services in the last year. Again the figure was higher than the figure for England (72.4%) or for Yorkshire and Humber Region (70.9%). 80.7% said that their local area is a place where people of different backgrounds get on well together (76.4% England; 71.6% Yorkshire and Humber). However, 20.45 thought that there was a problem with people not treating each other with respect

	<p>and consideration in their local area (31.2% England; 32.5% Yorkshire and Humber).</p> <p>The economy is very varied. Generally, unemployment is low, and labour market participation rates high. Small businesses dominate with 85% of businesses employing fewer than 10 people. There are high levels of self employment. In the private sector, tourism (around 12% of the workforce) and agriculture (around 3%) are very significant - particularly in the rural uplands where they account for as much as 50% of the workforce.</p> <p>People in North Yorkshire are strongly in touch with the rural nature of the county. The largest segments of the population identified by the Personix Geo classification system are 'Country Pursuits', 'Wildlife and the Environment', 'Retired and Rural' and 'Rural Connections', all at around 3 times the proportions seen in the national population.</p> <p><b>Our employees</b></p> <p>Employee data from 2008/09 indicates a large male:female imbalance with 81% of employees being female and 19% male.</p> <p>The 2001 census found that 1.12% of our economically active population were from Black and Minority Ethnic backgrounds and this group were slightly under-represented in the workforce at 1.02% of employees. The % for BME and white other employees is 2.91%.</p> <p>1.48% of the workforce in 2008/09 were disabled, a very small decrease on previous years.</p>
<p><b>2.3 Are there areas where we need more information? How could we get this information?</b></p> <p>What data is available? Do other directorates, partners or other organisations hold relevant information? Is there relevant information held corporately e.g. compliments and complaints? Are there national datasets that would be useful? Is there relevant census data? Do you</p>	<p>We have limited data on the use of services or make-up of our workforce by sexual orientation. We have tended to focus in the past on collecting data relating to age, disability and gender. Based on the estimate that 6% of the population are likely to be gay or lesbian we would assume the same level within our population and would hope for that proportion to be reflected across our workforce. We have the facility to request equality information across all protected</p>

<p>need to collect more data? How could you do this?</p> <p>Do you need to do more engagement work to inform this impact assessment? Have you identified information in other sections of this EIA that you need to assess the impact on different groups of people? What do you want to find out? Which existing mechanisms can you use to get this information?</p> <p>Please refer to the Community Engagement toolkit on the NYCC intranet</p>	<p>characteristics from respondents to consultations etc and guidance is available on our intranet to help staff decide what data is relevant to their service and therefore appropriate to collect.</p> <p>We have not collected information relating to gender reassignment to date and would wish to be careful about our approach to this topic given the small numbers of people within this group and the consequent risk of data being used to identify them. As above our first stages will be to draw conclusions from national data.</p> <p>This EIA will be further informed by the full public consultation which we are conducting on the Equality and Diversity Policy. There will be an online consultation running on our accessible website from 1<sup>st</sup> August to 4<sup>th</sup> November 2011. Directorate staff will be engaged by members of the Corporate Equality and Diversity Group. Members will also be kept informed and asked to encourage citizen input. In addition we will carry out some targeted engagement with protected groups.</p>
<p><b>2.4 How will you monitor progress on your policy/service, or take-up of your service?</b></p> <p>What monitoring techniques would be most effective? What performance indicators or targets would be used to monitor the effectiveness of the policy/service? How often does the policy/service need to be reviewed? Who would be responsible for this?</p>	<p>As our approach is to embed procedures and processes to support equality and diversity outcomes into normal working practice we will monitor adherence to the policy through our management and democratic structures.</p>

### **3. Assessing the Impact**

Please consider issues around impacts (positive or negative) raised for **all protected characteristics** and show your evidence.

#### **3.1 Has an adverse impact been identified for one or more groups?**

Has this assessment shown anything in the policy, plan or service that results in (or has the potential for) disadvantage or discrimination towards people of different groups? Which groups?

Do some needs/ priorities 'miss out' because they are a minority not the majority? Is there a better way to provide the service to all sections of the community?

At this point no adverse impact has been identified but full consultation is yet to begin.

#### **3.2 How could the policy be changed to remove the impact?**

Which options have been considered? What option has been chosen?

If adverse impacts are identified through consultation we will work to find options to mitigate impacts.

#### **3.3 Can any adverse impact be justified?**

If the adverse impact will remain, can this be justified in relation to the wider aims of the policy or on the grounds of promoting equality of opportunity for one target group?

**Please seek legal advice on whether this can be justified.**

Not yet in a position to know whether any adverse impacts or severity if any found.

#### **3.4 Are you planning to consult people on the outcome of this impact assessment?**

When and how will you do this? How will you incorporate your findings into the policy?

Consultation will take place on the policy from 1<sup>st</sup> August to 4<sup>th</sup> November 2011. After this, the EIA will be completed to accompany the policy, amended as appropriate through consultation, when it goes to the council's executive and then full council for approval.

#### **3.5 How does the service/policy promote equality of opportunity and outcome?**

The policy seeks to make clear to members, staff and customers the approach of North Yorkshire County Council to meeting its legal

Does the new/revised policy/service improve access to services? Are resources focused on addressing differences in outcomes?

obligations to people with protected characteristics and to promote good relations amongst our diverse communities whilst acknowledging that everyone is an individual.

**Don't forget to transfer any issues you have identified in this section to the [Equality Action Plan](#)**

<b>Action Plan</b>					
<b>What are you trying to change (outcome)?</b>	<b>Action</b>	<b>Officer responsible</b>	<b>Deadline</b>	<b>Other plans this action is referenced in (e.g. Service Performance Plan, work plan)</b>	<b>Performance monitoring</b>
Ensure Policy Statement informed by public consultation.	Consultation Process (August – November 2011)	Tom Jenkinson	1/8/11 (start)	Corporate Equality & Engagement Group Workplan.	
Council Approval	Policy Statement to go to Full Council	Tom Jenkinson	15/2/12	Council Forward Plan	