

		<b>DBC Equality Impact Assessment Form</b>		

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**Directorate:** Performance, Improvement and Transformation  
**Service:** Communications  
**Policy / function / activity being reviewed:** Deprivation in Dacorum report  
**Date completed and by whom:** 28/06/12, Katie Warner, Customer Insight Officer  
**Review date:** N/A

**Step 1 – Identifying the Purpose / Aims**

1. What type of policy, service, activity or function is this?

**Existing** ▲

2. What is the aim and purpose of the policy, activity, service or function?

To give an overview of how the Council is working to tackle deprivation in Dacorum.

3. Outline any proposals being considered.

Future recommendations on tackling deprivation should be fed through existing structures and services.

4. Who is the policy, activity, service or function intended to help / benefit / serve?

Dacorum's community

- Does the policy, activity, service or function have any specific aims or objectives in relation to equality, social inclusion or community cohesion?

To highlight any gaps which might exist in the Council's efforts to tackle deprivation and improve the quality of life of its residents.

## Step 2 – Considering existing information and what this tells you

- Summarise any data / research or performance management information about the policy, function or activity that is available. This could include equalities monitoring information; surveys; complaints or grievances.

### Data / Information

Audit (appendix 1 of the report) carried out with Council services of the work currently underway where there is a link to the reduction of deprivation

- Is there any evidence of negative differential impact on any of the Nine Protected Characteristics or any other cluster group? (Some equality categories may be more relevant than others)

Whilst there is differential service delivery in the borough, there is no negative differential impact.

### Race or Ethnicity

None

### Sex (Gender)

None

### Gender Reassignment and Transgender

None

### Sexual Orientation

None

### Age

None

### Disability

None

<b>Religion or belief/ faith communities</b>
None
<b>Marriage and Civil Partnerships</b>
None
<b>Pregnancy and Maternity</b>
None
<b>Socio Economic Duties (Socially excluded communities or groups)</b>
None

### Step 3 – Assessing the Impact

8. Is there any evidence of higher or lower take-up of the service, facility or opportunity by any group /community and if so, is there an explanation for this?

Some services are targeted to areas where there are identified issues i.e. air quality

9. Could any of the associated rules, requirements or regulations of the function, activity or policy affect the accessibility of the service/ activity to any groups or communities?

N/A to this report

10. If the impact or effects are adverse for any community or group, can they be defended i.e. in order to provide equality for another community under legislation or policy?

**NO ▲ Please give details below.**

N/A

### Step 4 – Dealing with adverse or unlawful impact

11. What can be done to improve the policy, service, function or any proposals in order to reduce or remove any adverse impact or effects identified?

N/A

12. What would be needed to be able to do this? Are the resources available?

Should there be any future work required specifically to tackle deprivation, the necessary resources will need to be identified in accordance with the specific proposals.

### **Step 5 – Consultation and Feedback**

13. Outline your proposals to consult with those affected on proposed changes.

No changes proposed

### **Step 6 – The decision**

14. What needs to be done?

N/A

### **Step 7 – Monitoring, review and evaluation**

15. What monitoring and review mechanisms are in place or will be developed?

N/A

### **Step 8 – The service plan**

16. What needs to be included in the Service Development Plan?

N/A

17. Does an Action Plan need to be put together to ensure everything is actioned?

No

### **Step 9 – Publishing the Results**

The EqlA will be published on the Council's website; therefore as the author of the document it is your responsibility to ensure that it is written in an understandable way, free from Council jargon.

In order for the EqlA form to be published it must be reviewed and signed off by the relevant Group Manager. It is the service manager's responsibility to ensure that this is done.

Once the form this has been completed an electronic copy should be sent to Anne Stunell – Human Resources, ext. 2089 or Elissa Rospigliosi - Corporate Graduate, ext. 2541.