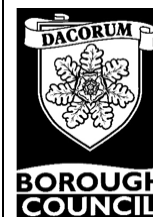


# Pre-Screening Equality Impact Assessment

To be completed for all activities to fully consider early on the equality impacts on protected groups and determine if a full EIA is required.



If this proposal is due to be signed off at Cabinet a pre-screener may provide enough information without the completion of a full Equality Impact Assessment. Therefore, all pre-screener Equality Impact Assessment's must be completed with as much information as possible even if the impact is positive. **For positive impacts please provide sufficient detail as to why the impact is positive.** Full Equality Impact Assessment's will still need to be completed as required and identified by completing this pre-screener.

|   |   |
|---|---|
| Describe the activity you are working on (whether this be a policy, event, project, system implementation or other) | Equity Diversity Inclusion & Belonging Strategy (2025-2030) |
|---|---|

|                          |     |
|--------------------------|-----|
| Is this new or existing? | New |
|--------------------------|-----|

|   |  |
|---|--|
| Brief summary/description of the purpose of the activity being screened | The EDI&B strategy has been crafted to align with the council's core value of <b>Nurturing</b> , which holds significant relevance – <i>'We will nurture Equality, Diversity and Inclusion and Focus – We put the needs of the customer first and we will be a customer focused organisation'</i> . In order to ensure that we have developed a strategy that is fair and inclusive, all considerations must be explored from the very start with this pre-screener EIA. |
|---|--|

|          |        |
|----------|--------|
| Question | Answer |
|----------|--------|

|   |     |          |          |         |        |
|---|-----|----------|----------|---------|--------|
| 1. Is there any reason to believe that the activity detailed above could have a specific impact on people from one of more of the following groups according to their different protected characteristics, for example, because |     | Positive | Negative | Neutral | Unsure |
|   | Age | X        |          |         |        |

|  |  |  |  |  |  |
|--|--|--|--|--|--|
| they have particular needs, experiences, issues or priorities in terms of ability to access services or in relation to how a policy would apply to them for example?   | <b>Disability</b>                                  | X  |  |  |  |
|  | <b>Gender</b>                                      | X  |  |  |  |
|  | <b>Gender Re-assignment</b>                        | X  |  |  |  |
|  | <b>Marriage/civil partnership</b>                  | X  |  |  |  |
|  | <b>Pregnancy &amp; Maternity</b>                   | X  |  |  |  |
|  | <b>Race</b>  | X  |  |  |  |
|  | <b>Religion or belief</b>                          | X  |  |  |  |
|  | <b>Sexual orientation</b>                          | X  |  |  |  |
|  | <b>Other (e.g low income/socioeconomic reasons</b> | X  |  |  |  |
| <b>Question</b>  | <b>Answer</b>                                      | <b>Comments</b>  |  |  |  |
| 2. Is the proposed activity likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another? | No   | The opposite, the new EDI&B Strategy has been created with the intention of considering all and in-line with the Equality Act 2010.  |  |  |  |
| 3. Could this proposal be perceived as impacting on communities differently?   | No   | Positively impacting – the aims within the strategy have been designed to ensure that the right actions can be put in place so all communities are considered, as well as all employees.   |  |  |  |
| 4. Is the proposal specifically designed to tackle evidence of disadvantage or potential discrimination?   | Yes  | This strategy has a section dedicated to data. Once the right data is collated we will be able to assess where issues are and tackle them accordingly.   |  |  |  |
| 5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions? If yes, please list actions in the comments section  | Yes  | Actions: Execution and delivery of the strategy - in order for this to be done effectively each service area will be responsible for selecting key aims that will impact their department and create an action plan that supports the delivery of the aims. This strategy has been designed with the council value it is relevant to which is <b>Nurturing</b> . In this context, it is essential that all employees at DBC take ownership of the strategy and share the responsibility for its implementation, rather than placing this solely on the EDI Lead Officer. |  |  |  |

**If negative impacts have been identified at question 1 and/or you answered 'yes' to questions 2 – 5 a full Equality Impact Assessment will be required unless comments are provided to explain why this is not necessary below:**

Positive impacts have been identified from the very start of this pre-screener, Which means a full EIA will not need to be necessary. That being said, it is really important that this strategy is owned by all employees across DBC. Commitments will need to be made in each service area to help drive the actions or we will be at risk of the following:

- Lack of coordinated actions can lead to a disjointed approach to EDI, where different service areas work in isolation. This fragmentation can dilute the overall impact of the strategy.
- If some service areas fail to engage with the EDI strategy, it may foster a culture of resistance among staff, undermining the overall commitment to diversity and inclusion within the council.
- A lack of commitment can lead to missed opportunities for community engagement and collaboration, making it difficult to understand and respond to the diverse needs of our customers, community and employees.
- If the council fails to demonstrate a genuine commitment to EDI across all areas, it could result in negative perceptions from the public, stakeholders, and community organisations, damaging the council's reputation.
- Without active efforts from all service areas, certain groups may continue to be underrepresented or marginalised, perpetuating existing inequalities and discrimination.
- Employees who care about EDI may become disillusioned if they observe a lack of commitment from their colleagues, leading to low morale and potentially higher turnover rates.
- If service areas don't commit to the EDI strategy, it can hinder the ability to effectively measure progress and evaluate the impact of initiatives, making it difficult to identify areas for improvement.

**Please note: if this activity requires cabinet sign off you must complete a full EIA, however if this pre-screener states that a full EIA is not required, please check with the appropriate AD who will agree if this pre-screener can be submitted instead.**

|                                 |                         |
|---------------------------------|-------------------------|
| <b>Assessment completed by:</b> | <b>Ade Onile-Ere</b>    |
| <b>Job Title:</b>               | <b>EDI Lead Officer</b> |
| <b>Date:</b>                    | <b>12.11.2024</b>       |