

Equality Impact Assessment/Analysis

Service Area	Neighbourhood Services
Policy/Service being assessed	Shared Environmental Enforcement with Rugby Borough Council (RBC)
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New
EqIA Review team – List of members	
Date of this assessment	1 September 2017
Signature of responsible officer (to be signed after the EqIA has been completed)	Graham Folkes-Skinner

A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to

If you require help, advice and support to complete the forms, please contact the Equalities team on equalities@warwickshire.gov.uk or call 01926 412659/ 418199



Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities									
State the Function/Policy /Service/Strategy being assessed:	Gender	Race	Disability	Sexual Orientation	Religion/Belief	Age	Gender Reassignment	Pregnancy/ Maternity	Marriage/ Civil Partnership (only for staff)	
Shared Environmental Enforcement with Rugby Borough Council	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how.	NO									
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.	NO									

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	The shared service with RBC will enable enforcement activities within WDC to commence in a shorter period of time and is cost effective as it enables services to be called upon when required. The shared service can be trialled without any long term commitment to allow other options to be considered if it is unsuccessful.
(2) How does it fit with Warwick District Council's wider objectives?	Any potential enforcement work would contribute to the Fit for the Future Strategy in a number of ways; overall it contributes to the vision of making Warwick District a great place to live work and visit and helping our residents enjoy a good quality of life. It will contribute to helping reduce anti-social behaviour
(3) What are the expected outcomes?	As above
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	All
<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Consultation has involved the immediate and wider management team alongside members of Warwick District Council's Executive Committee
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	Will engage with Warwick University and local landlords forum
(3) Which of the groups with protected characteristics have you consulted with?	Will engage with students and tenant landlords

Stage 3 – Analysis of impact

(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?

If yes, identify the groups and how they are affected.

RACE

For those whose first language is not English, the UK law, supporting enforcement activities and associated fines may not be fully understood

DISABILITY

Households with a disabled member are substantially more likely to have a low income than households where no one is disabled, meaning little availability for spending on non-essential items such as enforcement penalties, however no financial penalty will be incurred if no environmental offence is committed.

A disabled person may commit an environmental offence unintentionally or as a result of a disability related mitigating circumstance such as visual impairment

GENDER

MARRIAGE/CIVIL PARTNERSHIP

AGE

In some cases, elderly people have a lower income, meaning little availability for spending on non-essential items such as enforcement penalties; however no financial penalty will be incurred if no environmental offence is committed.

An elderly person may commit an environmental offence unintentionally or as a result of an age-related mitigating circumstance such as dementia

FPN's can legally only be issued to people aged over 18

GENDER REASSIGNMENT

	RELIGION/BELIEF	PREGNANCY MATERNITY A pregnant person may commit an environmental offence unintentionally or as a result of a pregnancy-related mitigating circumstance such as difficulty bending.	SEXUAL ORIENTATION
(2) If there is an adverse impact, can this be justified?	TRANSIENT POPULATIONS Transient populations such as migrant workers or students may not fully understand the legal consequences of environmental offences, enforcement activities and associated fines N/A		
(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	See Action Plan		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	N/A		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	N/A		

(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?

No

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1)Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqlA Action Plan

Action (See Stage 3 for impacts)	Lead Officer	Date for completion	Resource requirements	Comments
<p>AGE A FPN will be cancelled if it is issued to a minor or to someone who provides evidence of mitigating circumstances such as medical condition or other contributory factor. The Council will investigate any claims of mitigating circumstances and can revoke any FPN's etc. it deems inappropriate.</p>		From service introduction		A financial penalty will only be incurred if an environmental offence is committed
<p>DISABILITY A FPN will be cancelled if it is issued to someone who provides evidence of mitigating circumstances such as disability, medical condition or other contributory factor</p>		From service introduction		A financial penalty will only be incurred if an environmental offence is committed

EqlA Action Plan

Action (See Stage 3 for impacts)	Lead Officer	Date for completion	Resource requirements	Comments
<p>PREGNANCY MATERNITY A FPN will be cancelled if it is issued to someone who provides evidence of mitigating circumstances such as a disability, medical condition or other contributory factor.</p> <p>The contractor will investigate any claims of mitigating circumstances and Council can revoke any FPN's it deems inappropriate.</p>		From service introduction		

EqlA Action Plan

Action (See Stage 3 for impacts)	Lead Officer	Date for completion	Resource requirements	Comments
<p>RACE Language barriers may be mitigated by warning signage and engaging with university</p> <p>Enforcement officers will use plain English when issuing FPN's/warnings etc.</p>				

EqlA Action Plan

Action (See Stage 3 for impacts)	Lead Officer	Date for completion	Resource requirements	Comments
<p>TRANSIENT POPULATION Language barriers may be mitigated by warning signage and engaging with university</p> <p>Enforcement officers will use plain English when issuing FPN's/warnings etc.</p>				

(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

Identified review dates in report

Please annotate your policy with the following statement:

'An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).