



Oadby & Wigston
BOROUGH COUNCIL

EQUALITY ASSESSMENT

PART 1 - INITIAL SCREENING

Name of Policy/Function:	<input checked="" type="checkbox"/> Y	This is new
	<input type="checkbox"/>	This is a change to an existing policy
	<input type="checkbox"/>	This is an existing policy, Function, not previously assessed
	<input type="checkbox"/>	This is an existing policy/function for review

Date of screening	17 August 2023
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1. Briefly describe its aims & objectives

The objective of this strategy is to create a living document, that shares and supports the experience of our staff and speaks to the times we are living in. The Council want to provide quality support to our staff, ensuring we create a culture to support their wellbeing, create opportunities to fulfil their potential and that they feel valued throughout their time at the Council.

2. Are there external considerations?

e.g. legislation/government directive etc.

None

3. Who are the stakeholders and what are their interests?

Staff of Oadby and Wigston Borough Council

4. What outcomes do we want to achieve and for whom?

Please see People Strategy action plan

5. Has any consultation/research been carried out?

Yes, research took place to create the People Strategy. The approach and framework were agreed with the People Committee when in existence. All staff were kept up to date throughout the creation in staff briefings and the staff newsletter. Formal consultation took place from 7 July 2023 for 4 weeks with staff and unions.

6. Are there any concerns at this stage which indicate the possibility of Inequalities/negative impacts?

Consider and identify any evidence you have -equality data relating to usage and satisfaction levels, complaints, comments, research, outcomes of review, issues raised at previous consultations, known inequalities) If so please provide details.

No

7. Could a particular group be affected differently in either a negative or positive way?

Positive – *It could benefit*

Negative – *It could disadvantage*

Neutral – *Neither positive nor negative impact or not sure.*

	Type of impact, reason & any evidence
Disability	Positive – reviewing and updating of policies
Race (including Gypsy & Traveller)	Neutral
Age	Neutral
Gender Reassignment	Positive – Action Plan support strategy – health and physical wellbeing action plan activities
Sex	
Sexual Orientation	Positive – Action Plan support strategy – health and physical wellbeing action plan activities
Religion/Belief	Neutral
Marriage and Civil Partnership	Neutral

Pregnancy and Maternity	Positive – reviewing and updating of policies
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8. Could other socio-economic groups be affected?

e.g. carers, ex-offenders, low incomes, homeless?

Not applicable to this strategy.

9. Are there any human rights implications?

No

10. Is there an opportunity to promote equality and/or good community relations?

Yes throughout the People Strategy and the four key themes and the action plan it mentions updating of policies, specific focus on

11. If you have indicated a negative impact for any group is that impact legal?

i.e. not discriminatory under anti-discrimination legislation

None

12. Is any part of this policy/service to be carried out wholly or partly by contractors?

None

13. Is a Part 2 full Equality Assessment required?

No

14. Date by which a Part 2 full Equality Assessment is to be completed with actions.

Not applicable

Please note that you should proceed to a Part 2, the full Equality Impact Assessment if you have identified actual, or the potential to cause, adverse impact or discrimination against different groups in the community.

We are satisfied that an initial screening has been carried out and a full equality assessment **is not required*** (please delete as appropriate).



17 August 2023

Completed by
(Policy/Function/Report written)

Date

Countersigned by
(Statutory Officer)

Date

Equality Assessments shall be published on the Council website with the relevant and appropriate document upon which the equality assessment has been undertaken.



Oadby & Wigston
BOROUGH COUNCIL

EQUALITY ASSESSMENT

PART 2 – FULL EQUALITY ASSESSMENT

15. Summarise the likely negative impacts for relevant groups identified in the screening process

16. What consultation/involvement activities have taken place or will need to take place with groups/individuals from each relevant equality group?

17. What other research has been or will need to be carried out to help you with the assessment?

18. Results of research/consultation

i.e. what does it tell you about the negative impacts?



19. Conclusions & Action Planning

You should explain what and how negative impacts have been reduced or removed and how positive impacts are to be improved or included.

Your final decisions or recommendations may include making immediate changes, stopping or proceeding with a new policy, justifying a decision or adding objectives/targets to the service development plan/equality scheme (long term changes).

You could use the template below to record your conclusions/actions. You should also make reference to any additional monitoring or research that is still required, or was not retrievable at the point of assessment, but will be required in subsequent reviews or in order to complete actions.

Equality Group	Details of possible disadvantage or negative impact	Action to be taken to address the disadvantage or negative impact	Lead Officer	Timescale
Age				
Disability (physical, visual, hearing, learning, disabilities, mental health)				
Gender/ Transgender				
Marriage and Civil Partnership				
Race/ ethnicity				
Religion or belief				
Sexual orientation				
Other socially excluded groups (low literacy, socio-economic etc)				
Other factors that may lead to inequality				

20. How will you monitor, evaluate and check the policy in the future?

21. When will a review take place?

In accordance with the Policy document, where appropriate or subject to legislative change).

Please complete

We are satisfied that a full assessment has been carried out.

Completed by
(Policy/Function/Report written)

Date

Countersigned by
(*Head of Service*)

Date

Screened by:

Date:

Please forward an electronic copy to: veronika.quintyne@oadby-wigston.gov.uk
(*Community Engagement Officer*)

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