



Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Diversity and Inclusion Pledge
Brief Service Profile (including number of customers)	
The Council is considering adopting a Diversity and Inclusion Pledge linked to the Equalities Act 2010. The pledge seeks to commit the Council as an employer, as colleagues and community partner to exceed our responsibilities under the legislation and ensure we support all those that work for and with the Council. This is with the goal of being the most diverse and inclusive employer that the Council can be.	
Summary of Impact and Issues	
The Diversity and Inclusion Pledge will show the Council's commitment to equality, diversity, and inclusion. We have already established some colleague networks, such as Women in the Workplace, who are helping to prioritise actions suggested by over 100 employees who participated in diversity and inclusion engagement events. These actions will be aligned to the pledge and will demonstrate how it will be delivered, both in the short and longer term.	
Anticipated benefits from the pledge and actions are outlined below. There should be no negative impact from adopting the pledge.	
Potential Positive Impacts	
By taking actions in line with the pledge the Council aims to have a range of positive impacts, including the following:	
<ul style="list-style-type: none"> • Ensuring we fully reflect the community that we serve and that there is real representation across the organisation. • Unprejudiced and non-discriminatory in our approaches, processes 	

<p>and practices.</p> <ul style="list-style-type: none"> • Identify and remove barriers to employment and career development. • Members of the workforce feeling able to challenge discriminatory behaviour, language, practices, or procedures that might be deemed biased or unfair. • All being able to learn about diversity and equality matters from events, videos and materials. • Everyone learning from each other to achieve true mutual respect and understanding. 	
Responsible Lead	Jack Caine
Date	4 November 2021
Approved by Senior Manager	Chris Bishop – Head of Organisational Development
Date	4 November 2021

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No specific impact	
Disability	No specific impact	
Gender Reassignment	No specific impact	
Marriage and Civil Partnership	No specific impact	
Pregnancy and Maternity	No specific impact	
Race	No specific impact	
Religion or Belief	No specific impact	
Sex	No specific impact	
Sexual Orientation	No specific impact	
Community Safety	No specific impact	
Poverty	No specific impact	
Health & Wellbeing	No specific impact	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts	None	