

Equality with Human Rights Analysis Toolkit SECTION A



Name of policy / project / service	Lincoln Social Responsibility Charter
Background and aims of policy / project / service at outset	Building on the success of the Lincoln Living Wage Campaign, City of Lincoln Council is looking at a new approach towards recognising good employers in the city. The aim of the Lincoln Social Responsibility Charter is to encourage organisations in Lincoln to undertake socially responsible activities which benefit both their employees and also the local community in which they are located.
Person(s) responsible for policy or decision, or advising on decision, and also responsible for equality analysis	Heather Grover, Principal Policy Officer
Key people involved <i>i.e. decision-makers, staff implementing it</i>	Graham Rose, Corporate Policy Officer

SECTION B

This is to be completed and reviewed as policy / project / service development progresses

	Is the likely effect positive or negative? (please tick all that apply)			Please describe the effect and evidence that supports this?*	Is action possible to mitigate adverse impacts?	Details of action planned including dates, or why action is not possible
	Positive	Negative	None			
Age	Yes			The proposed charter aims to recognise good employers in the city who undertake socially responsible activities which benefit both their employees and the local community. As a result of these aims, it is expected there will be a positive impact overall on one or more of the protected characteristics.	N/A	
Disability including carers (see Glossary)	Yes				N/A	
Gender re-assignment	Yes				NA	
Pregnancy and maternity	Yes				NA	
Race	Yes				NA	
Religion or belief	Yes				N/A	
Sex	Yes				NA	
Sexual orientation	Yes				NA	
Marriage/civil partnership	Yes				NA	
Human Rights (see page 8)	Yes				NA	

- Evidence could include information from consultations; voluntary group feedback; satisfaction and usage data (i.e. complaints, surveys, and service data); and reviews of previous strategies

Did any information gaps exist?	Y/N/NA	If so what were they and what will you do to fill these?
	NO	

SECTION C

Decision Point - Outcome of Assessment so far:

Based on the information in section B, what is the decision of the responsible officer (please select one option below):

- | | Tick here |
|---|-----------|
| • No equality or human right Impact (your analysis shows there is no impact) - sign assessment below | [X] |
| • No major change required (your analysis shows no potential for unlawful discrimination, harassment)- sign assessment below | [] |
| • Adverse Impact but continue (record objective justification for continuing despite the impact)-complete sections below | [] |
| • Adjust the policy (Change the proposal to mitigate potential effect) -progress below only AFTER changes made | [] |
| • Put Policy on hold (seek advice from the Policy Unit as adverse effects can't be justified or mitigated) -STOP progress | [] |

Conclusion of Equality Analysis (describe objective justification for continuing)	There is no negative equality or human right impact. All outcomes are expected to be positive for the organisation, the employee, the local community and the wider local economy.
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When and how will you review and measure the impact after implementation?*	Annually
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Checked and approved by responsible officer(s) (Sign and Print Name)	Heather Grover	Date	13 th December 2017
Checked and approved by Assistant Director (Sign and Print Name)		Date	