

Equality with Human Rights Analysis Toolkit



Appendix 3

The Equality Act 2010 and Human Rights Act 1998 require us to consider the impact of our policies and practices in respect of equality and human rights.

We should consider potential impact before any decisions are made or policies or practices are implemented. This analysis toolkit provides the template to ensure you consider all aspects and have a written record that you have done this.

If you need any guidance or assistance completing your Equality and Human Rights Analysis contact:
Heather Grover, Principal Policy Officer on (87)3326; email: heather.grover@lincoln.gov.uk . Alternatively contact Legal Services on (87)3840

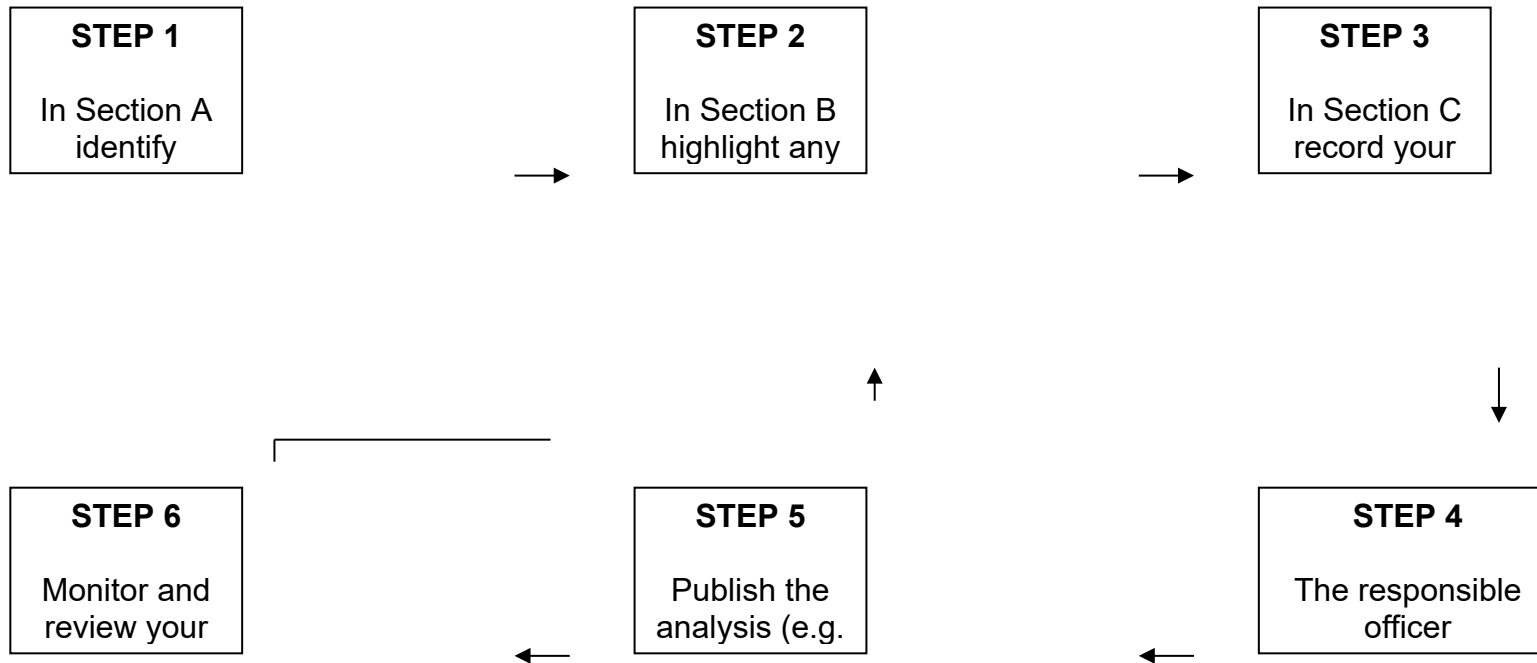
A diagram of the process you should follow is on page 2, and glossary and guidance to help you complete the toolkit can be found on pages 6-9.

Even after your policy, project or service has been implemented; it is recommended that analysis is undertaken every three years, and that this analysis is updated at any significant points in between. The purpose of any update is that the actual effects will only be known after the implementation of your policy, project or service. Additionally, area demographics could change, leading to different needs, alternative provision can become available, or new options to reduce an adverse effect could become apparent.

Useful questions to consider when completing this toolkit

1. What is the current situation?
2. What are the drivers for change?
3. What difference will the proposal make?
4. What are the assumptions about the benefits?
5. How are you testing your assumptions about the benefits?
6. What are the assumptions about any adverse impacts?
7. How are you testing your assumptions about adverse impacts?
8. Who are the stakeholders and how will they be affected?
9. How are you assessing the risks and minimising the adverse impacts?
10. What changes will the Council need to make as a result of introducing this policy / project / service / change?
11. How will you undertake evaluation once the changes have been implemented?

STEP BY STEP GUIDE TO EQUALITY ANALYSIS



*** Evidence could include information from consultations.**

SECTION A

Name of policy / project / service	Interim Air Quality Action Plan (2019)
Background and aims of policy / project / service at outset	<p>The City Council currently has one Air Quality Management Areas (AQMA) due to ‘poor’ air quality. This is where the air quality (in this case nitrogen dioxide, a road traffic related pollutant) does not comply with the national air quality objective.</p> <p>Where a local authority has declared an AQMA, it has a duty to produce an air quality action plan (AQAP) aimed at improving pollution levels within the AQMA.</p> <p>The AQAP contains a list of measures intended to improve the air quality within an AQMA. Some of those measures may already have commenced, some actively being pursued and some may not come to fruition.</p> <p>Any large project within an AQAP would have a EIA built into either the approval or the project planning Process.</p>
Person(s) responsible for policy or decision, or advising on decision, and also responsible for equality analysis	Simon Colburn Assistant Director – Health and Environment
Key people involved <i>i.e. decision-makers, staff implementing it</i>	

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 and if appropriate who you have consulted with*	Is action possible to mitigate adverse impacts?	Details of action planned including dates, or why action is not possible
	Positive	Negative	None			
Age	Y			As the plan seeks to improve air quality then those most at risk of illness and disease from poor air quality should benefit from any actions introduced by the plan. These are most likely to be the younger (as the cardio thoracic systems are likely to be less well developed) and the older (who are more likely to be at risk of cardio thoracic illness) and those with cardio thoracic related disabilities.	NA	
Disability including carers (see Glossary)	Y			As the plan seeks to improve air quality then those most at risk of illness and disease from poor air quality should benefit from any actions introduced by the plan. These are most likely to be the younger (as the cardio thoracic systems are likely to be less well developed) and the older (who are more likely to be at risk of cardio thoracic illness) and those with cardio thoracic related disabilities.	NA	
Gender re-assignment			-X-		NA	
Pregnancy and maternity			-X-		NA	
Race			-X-		NA	
Religion or belief			-X-		NA	
Sex			-X-		NA	

Sexual orientation			-X-		NA	
Marriage/civil partnership			-X-		NA	
Human Rights (see page 8)			-X-		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?
	N	Any major project or activity coming forward to improve air quality will have an EIA built in to either the approval process or the project planning process.

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)	
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When and how will you review and measure the impact after implementation?*	Any major project or activity coming forward to improve air quality will have an EIA built in to either the approval process or the project planning process.
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Checked and approved by responsible officer(s) (Sign and Print Name)	Simon Colburn	Date	6 September 2019
Checked and approved by Assistant Director (Sign and Print Name)	Simon Colburn 	Date	6 September 2019

When completed, please send to policy@lincoln.gov.uk and include in Committee Reports which are to be sent to the relevant officer in Democratic Services

The Equality and Human Rights Commission guidance to the Public Sector Equality Duty is available via: www.equalityhumanrights.com/new-public-sector-equality-duty-guidance/