

**Equality impact assessment form**

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| Directorate  | Communities and Place |
| Service area | Street cleansing  |
| Proposal  | Budget 2023/2024 Reduction in the street cleansing service – **DRAFT due to consultation outcome** |
| Reason for proposal  | Budget reduction 2023/24 |
| Sign off (Director/Head of Service) | Simon Aitken |
| Date of assessment | 13 December 2022 |

**Please read the support notes to help you in Appendix 1 before completing your assessment**

**The form**

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

**The assessment team or name of individual completing this form**

**Team leader’s name and job title** –

Other team members if appropriate

| **Name** | **Job title** | **Organisation**  | **Area of expertise** |
| --- | --- | --- | --- |
| Simon Aitken  | Head of Service – Refuse collection and street cleansing  | DCC | Head of Service for the service area |
| Sam Kelly  | Streetpride Service Manager | DCC | Service Manager in the service area |
| Karen Appleby  | Operations Manager | DCC | Ops Manager in Service area.  |
| Members of the EIA Team – Employee Networks and Equality Hubs | Various | DCC and volunteers | Equality, Diversity and Inclusion  |
|  |  |  |  |

**Step 1- setting the scene**

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

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| 1. What are the main aims, objectives and purpose of the decision you want to make?
 | We are looking to reduce elements of the street cleansing service as follows:* Footway sweeping across all wards in Derby.
* Routine cleansing across all wards in Derby.
* Reduction in enhanced reactive / proactive team which remove fly-tipping and other cleansing tasks.
 |
| 1. Why do you need to make this decision?
 | Budget reduction in line with the 2023/24 MTFP proposals. |
| 1. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?
 | This will be delivered by the Simon Aitken (HoS) and Sam Kelly (Service Manager) and internal HR support. This is part of the achieving change process and consultation will be done in line with the MTFP process.  |
| 1. Who are the main customers, users, partners, colleagues or groups affected by this decision?
 | Potentially all residents who live in or visit Derby. Also all colleagues within the street cleansing service, and tasks carried out by other Council teams.  |

**Step 2 – collecting information and assessing impact**

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| 1. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.
 | This change is part of the 2023/24 MTFP process so all consultation and engagement will be done in line with this process.  |

1. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you’ll need to explain how you are going to lessen the impact.

| **People with protected characteristics**  | **What do you already know?** | **Positive impact** | **Negative impact** | **Mitigation – what actions will you take to lessen impact?** |
| --- | --- | --- | --- | --- |
| **Age –** older and younger people | **Colleagues:**We do know that despite the Equality Act older people still have difficulty getting jobs and it may have been a long time since they applied for jobs and attended interviews. Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024. |  | Yes | The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment. The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place. |
| **Residents/Visitors**:With the reductions proposed, we will carry out less cleansing which includes manual and mechanical sweeping of pavements. For example, during periods of high leaf fall, resources will be less therefore leaf fall will remain on the ground for longer. There is a risk of additional slips, trips and falls. |  | Yes | We will monitor the impact of this through reports and direct resources appropriately, but there is no mitigation  |
| **Disability –** the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments | **Colleagues:** We know that many disabled people struggle to get jobs and keep them, despite the Equality Act. Losing a job can be devasting, particularly when they work with supportive colleagues and have a range of reasonable adjustments in place. There is always the fear that the next employer may not be as understanding.Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024. |  | Yes |  The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our Disabled Employee Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.Any reasonable adjustments will be considered. Carers needs and requirements will also be considered. The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place.  |
| **Residents/Visitors:**With the reductions proposed, we will carry out less cleansing which includes manual and mechanical sweeping of pavements. For example, during periods of high leaf fall, resources will be less therefore leaf fall will remain on the ground for longer. There is a risk of additional slips, trips and falls. For wheelchair users and mobility scooter users it’s difficult to navigate around rubbish on a pavement, unlike if you are walking. You cannot step over the rubbish or step into the road to avoid it. Rubbish on dropped kerbs are particular barriers as you cannot use that dropped kerb. Leaf fall can cover up damaged pavements and dropped kerbs so wheelchair users may not know they are wheeling into a dip and can tip out their wheelchair. Spit on pavements is particularly problematic for disabled peopleVisually impaired people will not feel confident to use dirty pavements as they will not be able to see the hazards of rubbish and leaf fall |  | Yes | We will monitor the impact of this through reports and direct resources appropriately, but there is no mitigation  |
| **Gender identity-** trans and those people who don’t identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity. | **Colleagues:**We know that many trans people do face discrimination and harassment in employment despite the Equality Act and so applying for and being interviewed for new jobs can be a very anxious time for fear of this happening. Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.**Residents/Visitors:**Our Transcommunity will be affected by dirty pavements, particularly when we have Derby Pride where we have thousands of people coming from all areas of the UK to take part in the Pride march. Having dirty pavements around the march and the Pride event will not give an impression of celebrating diversity.In addition, there may be delays to transphobic graffiti being removed which can be very upsetting  |  | Yes**Yes** | The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our LGBTQ+ and Allies Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place. No mitigation |
| **Marriage and Civil Partnership** | **Colleagues:**Losing a job can often cause difficulties within relationships, but support is available. Our own Employee Assistance Programme (EAP) counselling services offering now extends to members of our colleagues’ household as well as colleagues themselves. Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024 **Residents/Visitors:**This may affect people marrying or getting married or having a civil partnership ceremony in Derby if the surrounding area is littered in rubbish  |  | **Yes****Yes** | The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our LGBTQ+ and Allies Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.In addition, any colleagues in civil partnerships or same sex marriages will be encouraged to discuss family life in the same way as straight/heterosexual couples do.The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place. No mitigation |
| **Pregnancy and maternity -** women who are pregnant or who have recently had a baby, including breast feeding mothers | **Colleagues:** Finding a new job when pregnant can be very challenging, despite the Equality Act. Not all employers are understanding about returning to work or in fact being pregnant. Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024. |  | Yes |  The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.If an employee's role becomes redundant whilst they are on maternity / birthing, adoption or shared parental leave, special provisions apply to them.Redundancy - where there is no change in the post but there are fewer posts available:* If the employee is in a selection pool where there are unchanged posts and a headcount reduction, they will be slotted into the post ahead of other colleagues.
* If no post exists, they must be given first refusal on any available suitable alternative employment elsewhere in the authority if it exists.

Restructure - where new posts are created and existing posts are deleted:* If the employee is a slot or a match to a new post in the structure, then the employee must be offered the role without having to apply or go through any competitive process.

The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place. |
| **Residents/visitors:**With the reductions proposed, we will carry out less cleansing which includes manual and mechanical sweeping of pavements. For example, during periods of high leaf fall, resources will be less therefore leaf fall will remain on the ground for longer. There is a risk of additional slips, trips and falls which can be dangerous in pregnancy and when carrying a new baby |  | Yes | We will monitor the impact of this through reports and direct resources appropriately, but no mitigation.  |
| **Race -** the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community | **Colleagues:** We know that Black, Asian and Minority Ethnic people do still face discrimination and harassment in employment despite the Equality Act. Applying for new jobs and going through interviews can be additionally extremely stressful because of this and the fear of working with new colleagues. Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.**Residents/Visitors:**Derby is a very diverse city and so this brings with it the many community festivals and celebrations we are fortunate to have in our city, such as Windrush, Caribbean Carnival, Diwali, Vaisakhi processions and many more. Dirty pavements and roads will have a negative impact on these important events.In addition, there will be delays of removing racist graffiti which can be very upsetting. |  | YesYes | The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our Black and Asian Minority Ethnic Employee Support Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place. No mitigation  |
| **Religion or belief or none -** the effects on religious and cultural communities, customers and colleagues | **Colleagues:**We know that people can face discrimination and harassment in employment because of their beliefs whether religious or not and so applying for new jobs and attending interviews can be very stressful for fear of working with different colleagues. Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.**Residents/Visitors:**We know dirty pavements will affect people going to places of worship as it will not be a pleasant walk.In addition, there will be delays to removing religious related graffiti which can be upsetting  |  | Yes**Yes** |  The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment. The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place.No mitigation  |
| **Sex -** the effects on both men and women and boys and girls  | **Colleagues:**Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document, which includes our Gender Pay Gap statistics. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.**Residents/Visitors:**Dirty pavements will have a negative impact on men, women, boys and girls. Each International Women’s Day we hold a march through the city and having dirty pavements and rubbish around the march route will not promote a picture of valuing diversity  |  | Yes**Yes** |  The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment. The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place.No mitigation |
| **Sexual orientation -** the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality | **Colleagues:**We know that people suffer discrimination and harassment in employment because of their sexuality. So, applying for a new job and attending interviews can be particularly stressful due to this fear and of working with new colleagues.Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.**Residents/Visitors:**Our LGBTQ+ community will be affected by dirty pavements, particularly when we have Derby Pride where we have thousands of people coming from all areas of the UK to join the Pride march. Rubbish and dirty pavements do not give the impression of valuing diversity at events In addition, there may be delays to homophobic graffiti being removed which can be very distressing  |  | Yes**Yes** | The Council’s Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant’s role is not at risk but there is a potential “bumping” opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn’t limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our LGBTQ+ and Allies Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.In addition, any colleagues in civil partnerships or same sex marriages will be encouraged to discuss family life in the same way as straight/heterosexual couples do.The Council doesn’t tolerate discrimination, harassment and bullying, and we have relevant policies in place. No mitigation  |

**Important** - For any of the equality groups you don’t have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed from organisations’ websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don’t put down that the impact affects ‘everyone the same’ – it never does!

**Step 3 – deciding on the outcome**

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

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| **Outcome 1** |  | **No major change needed** – the EIA hasn’t identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken |
| **Outcome 2** |  | **Adjust the proposal** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified? |
| **Outcome 3** |  | **Continue the proposal** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:* sufficient plans to stop or minimise the negative impact
* mitigating actions for any remaining negative impacts
* plans to monitor the actual impact.
 |
| **Outcome 4** | **Yes** | **Stop and rethink** the proposal when the EIA shows actual or potential unlawful discrimination |

Why did you come to this decision?

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so important and may face a legal challenge in the future.

* We are continuing with this proposal due to the need to support the achievements of 2023/24 MTFP process.
* We will ensure that we support all colleagues through the process including potential interviews. Support outlined in mitigations above.
* We will monitor feedback received from our residents, visitors and colleagues. Wherever possible we will redirect resources appropriately.

Feedback received from the EIA group

The EIA panel have decided to allocate outcome 4 for street cleansing for the following reasons:

* One area of key concerns is the reduction of pavement cleansing and the impact that this will have on the removal of leaves over the autumn and winter seasons in the city.
* There has already been a steady reduction of this service over the years and the current proposed cuts to the service would push street cleansing to a point of creating a public hazard and unsafe paving that are potentially harmful for the public and even more so for disabled people.
* A reduction in this type of service creates physical barriers for wheelchair users, prams and those with impaired vision or complete loss of sight.
* Moreover, the overall and lasting impact of reducing street cleansing would continue to project an image of decline and neglect.
* This feeds into and encourages anti-social behaviours such as flying tipping etc, which adds another level of hazard that disabled and other groups must negotiate in their localities.
* To help mitigate and counter some of the reductions in these services, the Council could provide high visibility notices providing contact details to report bin overloads etc, so that residents are able to report issues directly to the council.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

**Appendix 1**

**Equality impact assessment form– please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact, you need to do an equality impact assessment whenever a decision is needed about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories…

* Organisational policies and functions, such as recruitment, complaints procedures, re-structures.
* Key decisions such as allocating funding to voluntary organisations, budget setting.
* Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to complete them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have ‘**due regard’** to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘**relevant protected characteristic’** and people who don’t. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

Having ‘due regard’ means:

* removing or minimising disadvantages suffered by people due to their protected characteristics
* taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
* encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

This completed form should be attached to any Corporate Leadership, Senior Leadership, Cabinet or Personnel Committee report to help decision makers take the equality implications into account when they make the decision. Equality impact assessments **must be done before** decisions are made.

You’ll find that completing these assessments will help you to:

* understand your customers’ and communities needs
* develop service improvements
* improve service satisfaction
* demonstrate that you have been fair and open and considered equality when working on re-structuring
* make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Unless this is a quick Covid 19 decision, don’t do the form by yourself. Get a small team together and make sure you include key people in the team such as representatives from our Equality Hubs and Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You’ll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you’ll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

Remember, we need to complete these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010. If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It is a public document so must not contain any jargon and must be easy to understand.

**Contact for help**

Ann Webster – Lead on Equality and Diversity

ann.webster@derby.gov.uk

Tel 01332 643722 mobile 07812301144

[Sign Language Service](https://www.derby.gov.uk/signing-service/)

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722, 07812301144** or **derby.gov.uk/signing-service/**

**Punjabi**

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 64XXXX** ਜਾਂ [**derby.gov.uk/signing-service/**](https://m365.eu.vadesecure.com/safeproxy/v4?f=cz0ZWu24j28Vl3BzVuSdCoMCDHCpL9JaioWisQGi8S3bCtXk5W_yq3A1dfyVYoVx&i=PzsE2Gw3YTbfFz6VRd0Fp7PxwveHyJEAnSRCrEBoAvjp2JnIw93iHpjapoZiIAzMglI-pzPfWmh3zAXeaCy-cA&k=eT2K&r=WEhxufS7rROOSKWC-Ni-ndX3MbR3jmgif-yU_rjLBEeXieKDl9GVjsBYwsEYj00cS2TOCi-p9sppx0CalkJbVw&s=276a2020258c8586ddb25bb54ee75c8fa638b7e241f542e2eb47998ae5359519&u=http%3A%2F%2Fwww.derby.gov.uk%2Fsigning-service%2F)

**Polish**

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 64XXXX** lub [**derby.gov.uk/signing-service/**](http://www.derby.gov.uk/signing-service/)

**Slovak**
Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke [**derby.gov.uk/signing-service/**](http://www.derby.gov.uk/signing-service/)

**Urdu**

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **640000 01332**  یا **derby.gov.uk/signing-service/** پر ہم سے رابطہ کریں