

Appendix B1: Orbitas EQUALITY IMPACT ASSESSMENT FORM



Equality impact assessment is a legal requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also legally required to publish assessments.

Section 1: Description

Department	Environmental Protection and Enhancement		Lead officer responsible for assessment		Bereavement Services Manager	
Service	Streetscape and Sustainable Environment		Other members of team undertaking assessment			
Date	17 September 2013		Version		1.1	
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	New		Existing		Revision	
Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/plan/function/policy/procedure/service	<p>Equality Impact Assessment on a consideration of Bereavement Services to become an Arms Length External Organisation</p> <p>As Cheshire East reviews its services and considers option that may better meet the needs of service users and offer improved value for money, one of the options being looked at is to set up an (ALEO) for Bereavement Services. The main aim of forming such an organisation is to reduce costs, make services more accessible and have the freedom to expand into new service areas, eg pet cemetery, memorials. Whilst the (ALEO) will take on the responsibility for service delivery the Council will remain accountable for the funds used to deliver the service. The Council staff currently working in the relevant services would be entitled to transfer to the trading company under TUPE. It is expected that this proposal will allow Bereavement Services to sustain and grow its existing business, which will lead to an increase in local jobs.</p>					
Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)	<p>The main stakeholders are:-</p> <ul style="list-style-type: none"> • Council • Cabinet • Audit and Governance Committee • Scrutiny Committee 					

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	<ul style="list-style-type: none"> • Members • Corporate Risk Management Group • Officers / Employees • Partners • Public
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Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	<ul style="list-style-type: none"> • Council • Cabinet • Audit and Governance Committee • Scrutiny Committee • Members • Corporate Risk Management Group • Officers / Employees • Partners • Public
Who is intended to benefit and how?	All of the above. Good risk management increases the probability of success, and reduces both the probability of failure and uncertainty of achieving Cheshire East Council's overall objectives.
Could there be a different impact or outcome for some groups?	No – this is about improving processes to achieve objectives.
Does it include making decisions based on individual characteristics, needs or circumstances?	No.
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	No.

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Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?			No.								
Is there an actual or potential negative impact on these specific characteristics? (Please tick)											
Age	Y	N✓	Marriage & civil partnership	Y	N✓	Religion & belief	Y	N✓	Carers	Y	N✓
Disability	Y	N✓	Pregnancy & maternity	Y	N✓	Sex	Y	N✓	Socio-economic status	Y	N✓
Gender reassignment	Y	N✓	Race	Y	N✓	Sexual orientation	Y	N✓			
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts										Consultation/involvement carried out	
										Yes	No
Age	No – this is about improving processes to achieve objectives.										✓
Disability	No – this is about improving processes to achieve objectives.										✓
Gender reassignment	No – this is about improving processes to achieve objectives.										✓
Marriage & civil partnership	No – this is about improving processes to achieve objectives.										✓
Pregnancy & maternity	No – this is about improving processes to achieve objectives.										✓
Race	No – this is about improving processes to achieve objectives.										✓
Religion & belief	No – this is about improving processes to achieve objectives.										✓

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Sex	No – this is about improving processes to achieve objectives.		✓
Sexual orientation	No – this is about improving processes to achieve objectives.		✓
Carers	No – this is about improving processes to achieve objectives.		✓
Socio-economic status	No – this is about improving processes to achieve objectives.		✓
Proceed to full impact assessment? (Please tick)	Yes	No ✓	Date 28/01/13

If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				

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Pregnancy and maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
Carers				
Socio-economics				
<p>Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
As above			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
None			
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?	Annually		
Are there any additional assessments that need to be undertaken in relation to this assessment?	None		

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Lead officer signoff	M Slinn	Date	17/09/13
Head of service signoff	G Edwards	Date	17/09/13

Please publish this completed EIA form on your website