



Equality, Diversity and Inclusion Policy, Strategy and Action Plan Equality Impact Assessment

Section 1 - Data Checklist

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	The policy documents were co-produced by the EDI Officer Group which has representation from council teams including housing, HR, communities and communications. The final draft also incorporates comments from the Cabinet Member for Communities and Engagement, the EDI Members Forum and ELB.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	This policy and strategy builds upon our existing work to self-certify at "Developing" on the Equality Framework for Local Government. It updates and replaces our existing Public Sector Equality Duty Policy.
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EqIA form

Directorate: Council-wide	Service Area: Policy	Team: Equality, Diversity and Inclusion	Officer responsible for this assessment: Anna Bodman Simon Howson EDI Officer Group	Date of assessment: January 2025
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Equality, Diversity and Inclusion Policy, Strategy and Action Plan 2025-2028
2	Is this a new or existing policy?	These documents update and replace our previous Public Sector Equality Duty Policy and Action Plan.
3	Briefly describe the aim and purpose of this work.	The aim of these documents is to demonstrate our continual commitment to tackling inequality and promoting diversity and inclusion and to ensure we meet the Public Sector Equality Duty.
4	What are the associated objectives of this work?	As set out in the strategy document, our four equality objectives are as follows: (1) Understanding and working with our communities. (2) Leadership, partnership and organisational commitment (3) Responsive services and customer care (4) Diverse and engaged workforce More detail on these objectives is available in section 2 of the EDI strategy and the Equality Framework for Local Government.
5	Who is intended to benefit from this work and in what way?	The nature of this project means that positive impacts will be felt by all residents, staff and visitors to the district, not just those with a protected characteristic.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • Compliance with Equality Act and Public Sector Equality Duty • Integration of the principles of equality, diversity and inclusion into everything the council does. • A district where no-one faces discrimination, and everyone can reach their potential regardless of race, disability, gender, age, sexuality, religion or belief, gender reassignment, marital status or pregnancy and maternity.
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> • Changes in legislation (especially around mandatory pay gap reporting) • Local government reorganisation and devolution • Changes in priorities • Any significant changes to the Equality Framework for Local Government
8	Who are the key individuals and organisations responsible for the implementation of this work?	Implementation of equality, diversity and inclusion in accordance with this policy and strategy is the responsibility of everyone who represents Winchester City Council in any capacity, including councillors, officers,

		contractors, volunteers, partner organisations, visitors and customers.
9	Who implements the policy or project and who or what is responsible for it?	<p>The policy outlines specific responsibilities for:</p> <ul style="list-style-type: none"> • Cabinet Member for Community and Engagement • Elected members • Policy Team (EDI lead officer) • Corporate Heads of Service <p>There is also a scrutiny and monitoring role for the EDI Officer Group and EDI Members Forum.</p>

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	Positive impact on the basis of race.
10b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The action plan will have a positive impact on individuals and communities on the basis of race through the following specific actions:</p> <ul style="list-style-type: none"> • 3.8: Targeted support and assistance for Ukrainian guests through our housing scheme. 		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	Positive impact on the basis of sex.
11b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The action plan will have a positive impact on individuals on the basis of sex/gender through the following specific actions:</p> <ul style="list-style-type: none"> • 1.3 establishes partnership working on reducing domestic abuse and violence against women and girls. • 4.2 is a continuation of our work on the gender pay gap reporting and monitoring 		
12a	Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?	Y	N	Positive impact on the basis of disability.
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>People with certain disabilities may find the policy and strategy document inaccessible in its standard form. Alternative formats (large print etc.) can be made available upon request as standard with all council documentation. An Easy Read version of the policy and the key commitments from the action plan will be developed by the Policy Team and uploaded to the website in due course.</p> <p>The action plan will have a positive impact on individuals with disabilities through the following specific actions:</p> <ul style="list-style-type: none"> • 4.2 outlines the potential for introducing disability pay gap reporting and monitoring. 		

		<ul style="list-style-type: none"> 3.6 establishes a programme of sports/physical activity opportunities for people with learning and/or physical disabilities. 		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	Positive impact on the basis of sexuality.
13b	What existing evidence (either presumed or otherwise) do you have for this?			
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	Positive impact on the basis of age.
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The action plan will have a positive impact on individuals with regard to age through the following specific actions:</p> <ul style="list-style-type: none"> 3.6: opportunities for young people in areas of high deprivation to be involved with physical activity and sports. 3.7: Live Longer Better Programme targeted at sheltered housing tenants aged 65+. 		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	Positive impact on the basis of religion or belief.
15b	What existing evidence (either presumed or otherwise) do you have for this?			
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	Positive impact on the basis of gender reassignment.
16b	What existing evidence (either presumed or otherwise) do you have for this?			
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?			
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?			

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	No – the policy, strategy and action plan will have a positive impact on people with all protected characteristics. As highlighted above, the action plan contains actions which are specifically targeted at certain protected groups. This is an example of positive action which is allowed under the Equality Act. The Equality Act allows service providers such as the council to take action that may involve treating one group more favourably where this is a proportionate way to help members of that group overcome a disadvantage, participate more fully, or to meet their different needs. More information on positive action is available here - Equality Act 2010: A quick start guide to positive action in service provision for voluntary and community organisations
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic. NA – no negative impact found.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	<ul style="list-style-type: none"> Alternative formats and translations of policy, strategy and action plan document available upon request as standard. Easy read version of key EDI commitments to be developed and uploaded to website. Each project will be subject to its own EQIA as part of the project management process. 		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	The policy, strategy and action plan can continue as planned. Individual projects within the action plan will need to be considered and analysed separately with their own EQIAs to ensure any more nuanced issues are picked up and mitigated before commencing.

Signed by completing officer	Anna Bodman
Signed by Service Lead	Simon Howson