

# Midlothian Council Equality Impact Assessment Form



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## **Section A: Introduction**

### **1. Title of policy, procedure or function being assessed**

Midlothian Economic Recovery Plan.

### **2. Divisions/organisations/groups involved in doing this Equality Impact Assessment**

All Council Divisions and the Midlothian Community Planning Partnership ( MCPP )partners.

### **3. Date started:**

February 2013

### **Date completed:**

Ongoing

## **Section B: Information**

### **4. Please describe the Policy, Procedure or Function you are impact assessing**

The actions / sub-actions highlighted in the Programme Areas identified in the Midlothian Economic Recovery Plan Action Plan.

### **5. What information and consultation data do you have to inform your assessment? What does it tell you?**

Detailed consultation over a number of months with Council colleagues, MCCP partners and key groups of economic levers active in Midlothian ( eg farmers and business groups ). One key consultation held with NHS Lothian colleagues highlighted the many positive equalities benefits that will flow out

of the implementation of the Programme Areas actions / sub – actions contained in the Action Plan.

**6. Do you need more information or more consultation/engagement data?**

- Do you need anything more:
  - i. to do this Equality Impact Assessment (EQIA)
  - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

No further information or more consultation / engagement data is required. The Midlothian Economic Recovery Plan has been subject to extensive and intensive consultation on a number of fronts and over a number of months.

## **Section C: Assessment**

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

**Race** (this includes ethnic or national origins, colour and nationality)

**Disability** (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

**Sex**(male/female)

**Age** (all ages)

**Sexual Orientation** (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

**Religion or belief** (including having no religion or belief)

**Pregnancy and maternity** (having just had a baby or being pregnant)

**Gender reassignment** or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

**Marriage and Civil Partnership**

**People experiencing poverty or at risk of poverty:** (poverty may be simply defined

as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

**As you answer questions 7i. to 7iv. over the page:**

**a) Think about the policy, practice or function you are assessing and**

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.

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**b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.**

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

**c) Consider the General Equality Duty requirements to pay due regard to the need to:**

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

**7i. Note any positive impacts on the above equalities groups**

A thriving and vibrant local economy will have positive impacts on all the identified groups in terms of, for example, access to wide range of employment opportunities. The Midlothian Economic Recovery Plan links closely to the priorities contained in the Single Midlothian Plan.

7ii. Note any negative impacts on equalities groups

No negative impacts on equalities groups have been identified following implementation of the Midlothian Economic Recovery Plan.

7iii. How significant would this negative impact be, and what kind of numbers would be affected?

Not applicable.

7iv. Note any opportunities for making a positive impact on equalities groups.

This will be undertaken through the ongoing and future delivery of the actions / sub-actions contained in the Programme Areas highlighted in the Midlothian Economic Recovery Plan.

**Section D: Actions and Outcomes**

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

**8. Note any actions you will be taking as a result of this EQIA:**

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

Positive impacts will come through the successful implementation of the Midlothian Economic Recovery Plan. This will be driven forward by the Council in close partnership with key Midlothian Community Planning Partnership partners.

**9. Please note any actions you have already taken as a result of this EQIA here.**

Meeting held with NHS Lothian representatives to discuss the potential equalities benefits arising from the implementation of the Midlothian Economic Recovery Plan. This meeting has shaped the completion of this EQIA.

**10. How will you track/monitor that the actions you mentioned in 8. have been achieved?**

e.g. by adding them to a work plan, service plan etc.

Tracking / monitoring will take place via the performance template that accompanies the Midlothian Economic Recovery Plan.

**11. If you have decided not to take any action please note why this is, and any justification, here.**

A significant negative impact, even if it affects only a small number of people, should be addressed.

Not Applicable

**12. Is a more detailed assessment recommended?**

No