

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Public Realm Transformation
Lead officer:	Peter Gay, Project Manager, Public Realm, Neighbourhoods.
Approved by:	Paul Ellis, Group Manager, Public Realm, Neighbourhoods
Date completed:	15/08/2019
Scheduled date for review:	16/08/2019

Did you seek advice from the Corporate Policy & Diversity team?	Yes / No
Did you seek advice from the Public Health team?	Yes / No
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	Yes / No

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	Public Realm Transformation		
2	Type of activity	Deliver of Public Realm Services under one outsourced contract		
3	Scope of activity	During the past 18 months the Council has been looking at the way it delivers its Public Realm services. After undertaking analysis of the service, a Business Case was produced that outlines the preferred option. This option is to create one intergraded contract to deliver the following services that are currently delivered in-house: caretaking (housing estate cleansing, external areas only) grounds maintenance gully cleansing elements of parks development and gate locking street cleansing winter maintenance The contract would also deliver tree maintenance, waste and recycling collection and weed control, services that are already outsourced. A report outlining the Business Case for this option is being presented to Cabinet on 18 September 2019. If the recommendation to agree the Business Case is accepted, and award of contract agreed in 2021 by Cabinet too, up to 162 staff currently working directly for Council will be transferred to a contractor during 2021.		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes / No	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes / No		

4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes / No		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:			

Completed by:	Natalie Naor, Project Officer, Public Realm, Neighbourhoods
Date:	15/08/2019

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
The purpose of this Equalities Impact Assessment (EIA) is to: • Undertake a thorough and systematic analysis of the effect of implementation of the proposed new operational model of the Public Realm on employees across the Council; • Determine the impact and what extent the Public Realm Transformation Programme has on particular groups of staff; • Assess the impact that will occur to minority groups or individuals when the programme is implemented; • Propose measures to mitigate, eliminate or counterbalance that impact; • Promote equality of opportunity. Reference will be made to the following nine protected characteristics: • Age • Disability • Sex/Gender • Ethnicity/Race • Religion/Faith • Sexual Orientation • Gender Reassignment • Marriage/Civil Partnership • Pregnancy, Maternity and Paternity

Staff and Trade Unions have been kept updated about the Public Realm Transformation Programme. The Council will continue to update Trade Unions and staff. If Cabinet agrees the new operating model for service delivery of Public Realm services, up to 162 staff could be subject to transfer to a new contractor. This number may decrease/increase as it is proposed that in-house services will not be transferred to a contractor until mid and late 2021, and there may be staff reductions/increases before then.

An EIA requires that consultation should be carried out with relevant interest groups. The proposed restructure is subject to consultation with the recognised Trade Unions and staff affected. The Transfer of Undertakings (Protection of Employment) Regulations (TUPE) applies for these staff. The Council will ensure due diligence throughout the process, and consult appropriately.

During 2021 the Council will undertake another EIA of all staff that are on the TUPE lists to ensure there are no major discrepancies to data between now to then.

If Cabinet agree the Businesses Case (September 2018) and the contract award in 2021, 162 employees would be transferred from the council to a contractor. Based on the equality strands detailed in this assessment, the impact of the outsourcing is more likely to have a greater effect on some profiles compared to others. However there should be no negative impact to any of these groups as all staff within these services will be subject to transfer to the contractor regardless profile. All affected staff will be transferred and TUPE applies.

The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees' pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead.

Although the Council will provide anonymised TUPE data to support its procurement activities. The broader mechanism for the transfer of staff will be contained within the Mobilisation Plan. Where the information is not confidential, this information will be shared with staff and Trade Unions.

The Council will continuously monitor and oversee the transfer of staff from the Council to the contractor throughout the programme.

**Expand box as required*

Who will be affected by the activity?

The Public Realm Transformation Programme does not propose any post reductions and all affected staff will be subject to TUPE.

Reference is made to the following nine protected characteristics:

- Age
- Disability
- Sex/Gender
- Ethnicity/Race
- Religion/Faith
- Sexual Orientation
- Gender Reassignment

- Marriage/Civil Partnership
- Pregnancy, Maternity and Paternity

The tables below show the proportion of employees currently employed in the affected staff group and how this relates to the overall composition of the Council workforce.

There is no indication that the Public Realm Transformation Programme will adversely affect any strand of equality set out above. Savings need to be achieved to find efficiency and to streamline working practices. However, consideration to equality issues will be reviewed following the consultation process to establish if any equality strand is adversely affected. Actions the Council will take to mitigate against any adverse impact include :

- All affected staff will have:
 - Regular updates
 - Access to one to one meeting throughout the consultation period with Council managers
 - Access to the Employees Assistance Programme
 - Access to one to one meeting throughout the mobilisation period with Council managers and the incoming contractor's managers
- Trade Unions will be consulted and updated as appropriate

**Expand box as required*

Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

Positive

Neutral

✓

Negative

Overall impact:

Category	Havering Corporate %	Public Realm (Havering)
Age		
Under 20	0.8%	0.0%
20-30 years	8.8%	6.9%
30-40 Years	18.9%	11.7%
40-50 Years	23.4%	21.8%
50-60 Years	32.1%	41.5%
60+	16.0%	18.1%

Age Profile – The age profiles of the affected groups indicate that over 63% of those that are in the over 40's age profile and above. The majority of those (41.5%) being aged between 50 and 60. Although this is an aging workforce (slightly higher percentage than the corporate average) the employees in this category should not be adversely affected as all staff will be transferred on their existing terms and conditions from the Council to a new contractor.

Expand box as required

Evidence:

The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees' pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this

is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead. The Council will not be seeking to harmonise terms and conditions with any prospective contractor prior to transfer. Therefore staff transferred to a contractor should continue to have the same benefits with a contractor that they currently have with the Council.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓) the relevant box:

Positive

Neutral

✓

Negative

Overall impact:

Category	Havering Corporate %	Public Realm (Havering)
Disability		
Not Recorded	78.2%	85.1%
No	17.7%	8.5%
Yes	3.0%	3.7%
Prefer not to say	1.1%	2.7%

Disability Profile – Very few staff identify with a disability. Those that do (3.7%) will have these characteristics confidentially made know to the incoming contractor to ensure the right measures are in place for their continued employment with the new contractor. The Council will monitor this.

**Expand box as required*

Evidence:

Whilst any TUPE impact is less applicable here, all employers are obliged to adhere to the Equalities Act 2010.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Protected Characteristic - Sex/gender: Consider both men and women

Please tick (✓) the relevant box:

Positive

Overall impact:

Neutral	✓	<table border="1"> <thead> <tr> <th>Category</th> <th>Havering Corporate %</th> <th>Public Realm (Havering)</th> </tr> </thead> <tbody> <tr> <td colspan="3">Gender</td> </tr> <tr> <td>Female</td> <td>67.3%</td> <td>2.7%</td> </tr> <tr> <td>Male</td> <td>32.7%</td> <td>97.3%</td> </tr> </tbody> </table> Gender Profile – This review effects 162 people, of those people 97.3% identify as male and the other 2.7% identify as female. This is significantly different to the corporate averages. As TUPE applies all staff regardless to gender will be transferred. <i>*Expand box as required</i>	Category	Havering Corporate %	Public Realm (Havering)	Gender			Female	67.3%	2.7%	Male	32.7%	97.3%
Category	Havering Corporate %	Public Realm (Havering)												
Gender														
Female	67.3%	2.7%												
Male	32.7%	97.3%												
Negative														

Evidence:

Whilst any TUPE impact is less applicable here, all employers must abide the Equalities Act 2010.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities																				
Please tick (✓) the relevant box:		Overall impact:																		
Positive		<table border="1"> <thead> <tr> <th>Category</th> <th>Havering Corporate %</th> <th>Public Realm (Havering)</th> </tr> </thead> <tbody> <tr> <td colspan="3">Ethnicity</td> </tr> <tr> <td>BME</td> <td>7.8%</td> <td>4.3%</td> </tr> <tr> <td>Non-BME</td> <td>47.3%</td> <td>72.9%</td> </tr> <tr> <td>Not Provided</td> <td>42.2%</td> <td>20.2%</td> </tr> <tr> <td>Prefer not to say</td> <td>2.7%</td> <td>2.7%</td> </tr> </tbody> </table> Ethnicity Profile – The percentage of Non-BME staff affected by the proposal is significantly higher with the wider council average. Again, there is no particular impact to this group. <i>*Expand box as required</i>	Category	Havering Corporate %	Public Realm (Havering)	Ethnicity			BME	7.8%	4.3%	Non-BME	47.3%	72.9%	Not Provided	42.2%	20.2%	Prefer not to say	2.7%	2.7%
Category	Havering Corporate %		Public Realm (Havering)																	
Ethnicity																				
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Non-BME	47.3%		72.9%																	
Not Provided	42.2%	20.2%																		
Prefer not to say	2.7%	2.7%																		
Neutral	✓																			
Negative																				

Evidence:

Whilst any TUPE impact is less applicable here, all employers must abide the Equalities Act 2010.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓) the relevant box:

Positive

Neutral

✓

Negative

Overall impact:

Category	Havering Corporate %	Public Realm (Havering)
Religion		
Buddhist	0.1%	0.5%
Christian	12.3%	6.9%
Hindu	0.2%	0.0%
Jewish	0.1%	0.0%
Muslim	0.2%	0.0%
No Religion	5.8%	5.3%
Not Recorded	79.5%	86.2%
Other	1.4%	1.1%
Prefer not to say	0.1%	0.0%
Sikh	0.2%	0.0%

Religion Profile – Records for this group are sparse with 86% of staff not recorded. The next highest group identified as 'Christian', at 7% and 5% with 'no religion'. These figures are similar to the corporate averages too.

**Expand box as required*

Evidence:

Whilst any TUPE impact is less applicable here, all employers must abide the Equalities Act 2010.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (✓) the relevant box:		Overall impact:																													
Positive		<table border="1"> <thead> <tr> <th>Category</th> <th>Havering Corporate %</th> <th>Public Realm (Havering)</th> </tr> </thead> <tbody> <tr> <td>Sexual Orientation</td> <td></td> <td></td> </tr> <tr> <td>Bi-Sexual</td> <td>0.1%</td> <td>0.0%</td> </tr> <tr> <td>Gay Man</td> <td>0.2%</td> <td>0.0%</td> </tr> <tr> <td>Heterosexual/Straight</td> <td>19.5%</td> <td>12.8%</td> </tr> <tr> <td>Gay Woman/Lesbian</td> <td>0.0%</td> <td>0.0%</td> </tr> <tr> <td>Not Recorded</td> <td>78.2%</td> <td>85.1%</td> </tr> <tr> <td>Other</td> <td>0.5%</td> <td>1.6%</td> </tr> <tr> <td>Prefer not to say</td> <td>1.4%</td> <td>0.5%</td> </tr> </tbody> </table> Sexual Orientation Profile – Records for this group are sparse with 85% of staff not recorded. The next highest group identified as 'heterosexual/straight', at 13%. These figures are similar to the corporate averages too. <i>*Expand box as required</i>			Category	Havering Corporate %	Public Realm (Havering)	Sexual Orientation			Bi-Sexual	0.1%	0.0%	Gay Man	0.2%	0.0%	Heterosexual/Straight	19.5%	12.8%	Gay Woman/Lesbian	0.0%	0.0%	Not Recorded	78.2%	85.1%	Other	0.5%	1.6%	Prefer not to say	1.4%	0.5%
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Other	0.5%	1.6%																													
Prefer not to say	1.4%	0.5%																													
Neutral	✓																														
Negative																															

Evidence:

Whilst any TUPE impact is less applicable here, all employers must abide the Equalities Act 2010.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

Please tick (✓) the relevant box:		Overall impact:					
Positive		<table border="1"> <thead> <tr> <th>Category</th> <th>Havering Corporate %</th> <th>Public Realm (Havering)</th> </tr> </thead> <tbody> </tbody> </table>			Category	Havering Corporate %	Public Realm (Havering)
Category	Havering Corporate %				Public Realm (Havering)		
Neutral	✓						

Negative		Gender		
		Female	67.3%	2.7%
		Male	32.7%	97.3%
		There is no data available regarding gender reassignment within this workforce. Therefore, we can only base this assessment on reported gender identities. Gender – This review effects 162 people, of those people 97.3% identify as male and the other 2.7% identify as female. This is significantly different to the corporate averages. As TUPE applies all staff regardless to gender will be transferred.		
		*Expand box as required		
Evidence:				
The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees’ pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead.				
Whilst any TUPE impact is less applicable here, all employers must abide the Equalities Act 2010.				
		*Expand box as required		
Sources used:				
Data was supplied the London Borough of Havering Human Resources department.				
		*Expand box as required		

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership				
<i>Please tick (✓) the relevant box:</i>		Overall impact:		
Positive		There is no indication that the Public Realm Transformation Programme will adversely affect any strand of equality set out in this impact assessment. Savings need to be achieved to find efficiency and to streamline working practices. However, consideration to equality issues will be reviewed following the consultation process to establish if any equality strand is adversely affected. Actions the Council will take to mitigate against any adverse impact include : - All affected staff will have: - Regular updates - Access to one to one meeting throughout the consultation period with Council managers - Access to the Employees Assistance Programme - Access to one to one meeting throughout the mobilisation period with Council managers and the incoming contractor's		
Neutral	✓			
Negative				

	managers Trade Unions will be consulted and updated as appropriate <i>*Expand box as required</i>
Evidence: The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees' pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead. <i>*Expand box as required</i>	
Sources used: Data was supplied the London Borough of Havering Human Resources department. <i>*Expand box as required</i>	

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave	
Please tick (✓) the relevant box:	
Positive	
Neutral	✓
Negative	Overall impact: There is no indication that the Public Realm Transformation Programme will adversely affect any strand of equality set out in this impact assessment. Savings need to be achieved to find efficiency and to streamline working practices. However, consideration to equality issues will be reviewed following the consultation process to establish if any equality strand is adversely affected. Actions the Council will take to mitigate against any adverse impact include : • All affected staff will have: ○ Regular updates ○ Access to one to one meeting throughout the consultation period with Council managers ○ Access to the Employees Assistance Programme ○ Access to one to one meeting throughout the mobilisation period with Council managers and the incoming contractor's managers Trade Unions will be consulted and updated as appropriate <i>Expand box as required</i>

Evidence:

The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees' pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead.

**Expand box as required*

Sources used:

Data was supplied the London Borough of Havering Human Resources department.

**Expand box as required*

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

Please tick (✓) the relevant box:

Positive

Neutral

✓

Overall impact:

There is no indication that the Public Realm Transformation Programme will adversely affect any strand of equality set out in this impact assessment. Savings need to be achieved to find efficiency and to streamline working practices. However, consideration to equality issues will be reviewed following the consultation process to establish if any equality strand is adversely affected. Actions the Council will take to mitigate against any adverse impact include :

- All affected staff will have:
 - Regular updates
 - Access to one to one meeting throughout the consultation period with Council managers
 - Access to the Employees Assistance Programme
 - Access to one to one meeting throughout the mobilisation period with Council managers and the incoming contractor's managers

Trade Unions will be consulted and updated as appropriate

Consideration has been made to part time workers who may fall within this category.

Category	Havering Corporate %	Public Realm (Havering)
Full time/Part Time		
Full Time	53.0%	98.4%
Part Time	47.0%	1.6%

		Full Time/Part Time Profile – The majority of staff work full-time (98%) with less than 2% working part-time. This is significantly lower than the corporate average. As TUPE applies, these conditions will transfer to the new employer with part-time and full-time workers continuing to work their contracted hours.
		<i>*Expand box as required</i>
Evidence:		
The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees' pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead.		
<i>*Expand box as required</i>		
Sources used:		
Data was supplied the London Borough of Havering Human Resources department.		

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.		
<i>Please tick (✓) all the relevant boxes that apply:</i>		Overall impact:
Positive		There is no indication that the Public Realm Transformation Programme will adversely affect any strand of equality set out in this impact assessment. Savings need to be achieved to find efficiency and to streamline working practices. However, consideration to equality issues will be reviewed following the consultation process to establish if any equality strand is adversely affected. Actions the Council will take to mitigate against any adverse impact include : • All affected staff will have: ○ Regular updates ○ Access to one to one meeting throughout the consultation period with Council managers ○ Access to the Employees Assistance Programme ○ Access to one to one meeting throughout the mobilisation period with Council managers and the incoming contractor's managers This may be an unsettling time for staff. Managers have kept staff and Trade Unions updated, and will continue to keep them informed as the programme progresses. Support will continue to be offered to all staff through the Employee Assistance Programme. Formal consultation with Trade Unions and staff will commence at the appropriate time. All standard HR processes will be followed in order to minimise any impact on
Neutral	✓	
Negative		

	staff health and wellbeing. The new Contract has the potential to lead to the development and retention of a multi skilled workforce, as the integrated solution may present more opportunities for staff that wish to develop their professional career. <i>*Expand box as required</i> Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box Yes ☐ No ☐
Evidence: The Council employees will TUPE to the contractor on their existing terms and conditions. Transferring employees' pensions will be safeguarded too; soft market testing indicated that all contractors are very likely to seek admission to the Local Government Pension Scheme (Admitted Body Status (ABS)). The Pensions Service has indicated that if the correct conditions are met, this is the likely outcome. In the unlikely event that ABS is not granted/sought, all employees would be offered a comparable pension offering the same/very similar benefits instead. <i>*Expand box as required</i>	
Sources used: Data was supplied the London Borough of Havering Human Resources department. <i>*Expand box as required</i>	

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u>	➔	COMPLETE SECTION 4: Complete action plan and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

Scheduled date of review:

Lead Officer conducting the review:

**Expand box as required*

Appendix 1. Guidance on Undertaking an EqHIA

What is it?

The Equality & Health Impact Assessment (EqHIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service, whilst at the same time ensuring a person's chance of leading a healthy life is the same wherever they live and whoever they are. We want to ensure that the activities of the Council are 'fit for purpose' and meet the needs of Havering's increasingly diverse communities and employees. This robust and systematic EqHIA process ensures that any potential detrimental effects or discrimination is identified, removed, or mitigated and positive impacts are enhanced.

When to Assess:

An EqHIA should be carried out when you are changing, removing or introducing a new service, policy, strategy or function; for simplicity, these are referred to as an "activity" throughout this document. It is best to conduct the assessment as early as possible in the decision-making process.

Guidance: Equality & Health Impact Assessment Checklist

The Checklist in Section 1 asks the key questions,

4a) Are you changing, introducing a new, or removing a service, policy, strategy or function?

4b) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?

4c) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?

- If the answer to ANY of the questions 4a, 4b or 4c of the Checklist is 'YES' then you must carry out an assessment. e.g. Proposed changes to Contact Centre Opening Hours
'YES' = you need to carry out an EqHIA
- If the answer to ALL of the questions, 4a or 4b of the Checklist is NO, then you do not need to carry out an EqHIA assessment. e.g. Quarterly Performance Report
'NO' = you DO NOT need to carry out an EqHIA. Please provide a clear explanation as to why you consider an EqHIA is not required for your activity.

Using the Checklist

The assessment should take into account all the potential impacts of the proposed activity, be it a major financial decision, or a seemingly simple policy change. Considering and completing this EqHIA will ensure that all Council plans, strategies, policies, procedures, services or other activity comply with relevant statutory obligations and responsibilities. In particular it helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#) and its public health duties under the [Health and Social Care Act 2012](#).

Having Due Regard

To have due regard means that in making decisions and in its other day-to-day activities, the Council must consciously consider the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- Reduce inequalities in health outcomes

Combining Equality and Health Impact Assessment:

[Equality Impact Assessments \(EIAs\)](#) provide a systematic way of ensuring that legal obligations are met. They assess whether a proposed policy, procedure, service change or plan will affect people different on the basis of their 'protected characteristics' and if it will affect their human rights. Currently there are **nine protected characteristics** (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/faith, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/ maternity/paternity.

An activity does not need to impact on all 9 protected characteristics – impacting on just one is sufficient justification to complete an EqHIA.

[Health Impact Assessments \(HIAs\)](#) consider the potential impact of any change or amendment to a policy, service, plan, procedure or programme on the health and wellbeing of the population. HIAs help identify how people may be affected differently on the basis of where they live and potential impacts on health inequalities and health equity by assessing the distribution of potential effects within the population, particularly within vulnerable groups. 'Health' is not restricted to medical conditions, or the provision of health services, but rather encompasses the wide range of influences on people's health and wellbeing. This includes, but is not limited to, experience of discrimination, access to transport, housing, education, employment - known as the 'wider determinants of health'.

This [Equality and Health Impact Assessment \(EqHIA\)](#) brings together both impact assessments into a single tool which will result in a set of recommendations to eliminate discrimination and inequality; enhance potential positive impacts and mitigate where possible for negative impacts. In conducting this EqHIA you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity), **socio-economic status** and **health & wellbeing**. Guidance on what to include in each section is given on the next pages.

Guidance: What to include in background/context

In this section you will need to add the background/context of your activity, i.e. what is the activity intending to do, and why?

Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes. Please include a brief rationale for your activity and any supporting evidence for the proposal. Some questions to consider:

- What is the aim, objectives and intended outcomes?
- How does this activity meet the needs of the local population?
- Has this activity been implemented in another area? What were the outcomes?
- Is this activity being implemented as per best practice guidelines?
- Who were the key stakeholders in this activity?

*Note that the boxes will expand as required

Guidance: Who will be affected by the activity?

The people who will be affected may be

Residents: pay particular attention to vulnerable groups in the population who may be affected by this activity

Businesses/ manufacturing / developers / small, medium or large enterprises

Employees: e.g. Council staff for an internal activity, other statutory or voluntary sector employees, local businesses and services

*Note that the boxes will expand as required

Guidance: What to include in assessing a Protected Characteristic e.g. AGE

Please tick (✓) the relevant box:

Positive

Neutral

Negative

Overall impact: In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.

It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.

*Note that the boxes will expand as required

Evidence: In this section you will need to document the evidence that you have used to assess the impact of your activity.

When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.

It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.

- If you have identified a **positive impact**, please note this.
- If you think there is a **neutral impact** or the impact is not known, please provide a full reason why this is the case.
- If you have identified a **negative impact**, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the **Action Plan**.
- **Please ensure that appropriate consultation with affected parties has been undertaken and evidenced**

Sources used: In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:

- Service specific data
- Population, demographic and socio-economic data. Suggested sources include:
 - o Service user monitoring data that your service collects
 - o [Havering Data Intelligence Hub](#)
 - o [Office for National Statistics \(ONS\)](#)

If you do not have any relevant data, please provide the reason why.

*Note that the boxes will expand as required

Guidance: What to include in assessing Health & Wellbeing Impact:

Please tick (✓) all the relevant boxes that apply:		Overall impact: In this section you will need to consider and note whether the proposal could have an overall impact on, or implications for, people's health and wellbeing or any factors which determine people's health. How will the activity help address inequalities in health? Include here a brief outline of what could be done to enhance the positive impacts and, where possible, mitigate for the negative impacts. *Note that the boxes will expand as required Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box Yes ☐ No ☐
Positive		
Neutral		
Negative		

Evidence: In this section you will need to outline in more detail how you came to your conclusions above:

- What is the nature of the impact?
- Is the impact **positive** or **negative**? It is possible for an activity to have **both positive and negative impacts**. Consider here whether people will be able to access the service being offered; improve or maintain healthy lifestyles; improve their opportunities for employment/income; whether and how it will affect the environment in which they live (housing, access to parks & green space); what the impact on the family, social support and community networks might be
- What can be done to mitigate the negative impacts and/or enhance the positive impacts?
- If you think there is a **neutral impact**, or the impact is not known, please provide a brief reason why this is the case.
- What is the likelihood of the impact? Will the impact(s) be in weeks, months or years? In some cases the short-term risks to health may be worth the longer term benefits.
- Will the proposal affect different groups of people in different ways? A proposal that is likely to benefit one section of the community may not benefit others and could lead to inequalities in health.

Please use the Health & Wellbeing Impact Tool in Appendix 2 as a guide/checklist to assess the potential wider determinants of health impacts.

This tool will help guide your thinking as to what factors affect people's health and wellbeing, such as social support, their housing conditions, access to transport, employment, education, crime and disorder and environmental factors. It is not an exhaustive list, merely a tool to guide your assessment; there may be other factors specific to your activity.

Some questions you may wish to ask include:

- Will the activity impact on people's ability to socialise, potentially leading to social isolation?
- Will the activity affect a person's income and/or have an effect on their housing status?
- Is the activity likely to cause the recipient of a service more or less stress?
- Will any change in the service take into account different needs, such as those with learning difficulties?
- Will the activity affect the health and wellbeing of persons not directly related to the service/activity, such as carers, family members, other residents living nearby?
- If there is a short-term negative effect, what will be done to minimise the impact as much as possible?

- Are the longer-term impacts positive or negative? What will be done to either promote the positive effects or minimise the negative effects?
- Do the longer term positive outcomes outweigh the short term impacts?

*Note that the boxes will expand as required

Sources used: In this section you should list all sources of the evidence you used to assess the impact of your activity. This could include, e.g.:

Information on the population affected

- Routinely collected local statistics (e.g. quality of life, health status, unemployment, crime, air quality, educational attainment, transport etc.)
- Local research/ Surveys of local conditions
- Community profiles

Wider Evidence

- Published Research, including evidence about similar proposals implemented elsewhere (e.g. Case Studies).
- Predictions from local or national models
- Locally commissioned research by statutory/voluntary/private organisations

Expert Opinion

- Views of residents and professionals with local knowledge and insight

*Note that the boxes will expand as required

Guidance: Outcome of the Assessment

On reflection, what is your overall assessment of the activity?

The purpose of conducting this assessment is to offer an opportunity to think, reflect and **improve** the proposed activity. It will make sure that the Council can evidence that it has considered its due regard to equality and health & wellbeing to its best ability.

It is not expected that all proposals will be immediately without negative impacts! However, where these arise, what actions can be taken to mitigate against potential negative effects, or further promote the positive impacts?

Please tick one of the 3 boxes in this section to indicate whether you think:

1. all equality and health impacts are adequately addressed in the activity – proceed with your activity pending all other relevant approval processes
2. the assessment identified some negative impacts which could be addressed – please complete the Action Plan in Section 4.
3. If the assessment reveals some significant concerns, this is the time to stop and re-think, making sure that we spend our Council resources wisely and fairly. There is no shame in stopping a proposal.

*Note that the boxes will expand as required

Guidance: Action Plan

For each protected characteristic/health & wellbeing impact where an impact on people or their lives has been identified, complete one row of the action plan. You can add as many further rows as required.

State whether the impact is Positive or Negative

Briefly outline the actions that can be taken to mitigate against the negative impact or further enhance a positive impact. These actions could be to make changes to the activity itself (service, proposal, strategy etc.) or to make contingencies/alterations in the setting/environment where the activity will take place.

For example, might staff need additional training in communicating effectively with people with learning difficulties, if a new service is opened specifically targeting those people? Is access to the service fair and equitable? What will the impact on other service users be? How can we ensure equity of access to the service by all users? Will any signage need changing? Does the building where the service being delivered comply with disability regulations?

Guidance: Review

Changes happen all the time! A service/strategy/policy/activity that is appropriate at one time, may no longer be appropriate as the environment around us changes. This may be changes in our population, growth and makeup, legislative changes, environmental changes or socio-political changes.

Although we can't predict what's going to happen in the future, a review is recommended to ensure that what we are delivering as a Council is still the best use of our limited resources. The timescale for review will be dependent on the scale of the activity.

A major financial investment may require a review every 2-3 years for a large scale regeneration project over 10-15 years.

A small policy change may require a review in 6 months to assess whether there are any unintended outcomes of such a change.

Please indicate here how frequently it is expected to review your activity and a brief justification as to why this timescale is recommended.

Appendix 2. Health & Wellbeing Impact Tool

Will the activity/service/policy/procedure affect any of the following characteristics? Please tick/check the boxes below

The following are a range of considerations that might help you to complete the assessment.

Lifestyle YES ☐ NO ☐	Personal circumstances YES ☐ NO ☐	Access to services/facilities/amenities YES ☐ NO ☐
☐ Diet ☐ Exercise and physical activity ☐ Smoking ☐ Exposure to passive smoking ☐ Alcohol intake ☐ Dependency on prescription drugs ☐ Illicit drug and substance use ☐ Risky Sexual behaviour ☐ Other health-related behaviours, such as tooth-brushing, bathing, and wound care	☐ Structure and cohesion of family unit ☐ Parenting ☐ Childhood development ☐ Life skills ☐ Personal safety ☐ Employment status ☐ Working conditions ☐ Level of income, including benefits ☐ Level of disposable income ☐ Housing tenure ☐ Housing conditions ☐ Educational attainment ☐ Skills levels including literacy and numeracy	☐ to Employment opportunities ☐ to Workplaces ☐ to Housing ☐ to Shops (to supply basic needs) ☐ to Community facilities ☐ to Public transport ☐ to Education ☐ to Training and skills development ☐ to Healthcare ☐ to Social services ☐ to Childcare ☐ to Respite care ☐ to Leisure and recreation services and facilities
Social Factors YES ☐ NO ☐	Economic Factors YES ☐ NO ☐	Environmental Factors YES ☐ NO ☐
☐ Social contact ☐ Social support ☐ Neighbourliness ☐ Participation in the community ☐ Membership of community groups ☐ Reputation of community/area ☐ Participation in public affairs ☐ Level of crime and disorder ☐ Fear of crime and disorder ☐ Level of antisocial behaviour ☐ Fear of antisocial behaviour ☐ Discrimination ☐ Fear of discrimination ☐ Public safety measures ☐ Road safety measures	☐ Creation of wealth ☐ Distribution of wealth ☐ Retention of wealth in local area/economy ☐ Distribution of income ☐ Business activity ☐ Job creation ☐ Availability of employment opportunities ☐ Quality of employment opportunities ☐ Availability of education opportunities ☐ Quality of education opportunities ☐ Availability of training and skills development opportunities ☐ Quality of training and skills development opportunities ☐ Technological development ☐ Amount of traffic congestion	☐ Air quality ☐ Water quality ☐ Soil quality/Level of contamination/Odour ☐ Noise levels ☐ Vibration ☐ Hazards ☐ Land use ☐ Natural habitats ☐ Biodiversity ☐ Landscape, including green and open spaces ☐ Townscape, including civic areas and public realm ☐ Use/consumption of natural resources ☐ Energy use: CO2/other greenhouse gas emissions ☐ Solid waste management ☐ Public transport infrastructure