



Tackle inequality so people have a fair chance

INTEGRATED IMPACT ASSESSMENT TEMPLATE

Title of proposal: Corporate EDI Policy (March 2024) Gateshead Council EDI policy – to reflect the Council’s statutory responsibilities under the Equality Act 2010 and Public Sector Equality Duty. The purpose of the policy is to confirm the Council’s commitments as a leader, an employer and provider of services, to promote equality and to tackling discrimination. It is intended to inform the work of the Council’s groups and services.	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	Description of potential mitigation
Equality impact: (✓ all that apply. The assessment should also consider impact on council employees and carers where applicable) Description of impact: The policy provides a clear vision and outlines the Council’s commitment to improve EDI outcomes for Gateshead residents, service users and employees.	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	P = positive impact N = neutral impact



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<p>This policy is for all Gateshead residents, our employees and our councillors. It applies to all council services, including those using volunteers or delivered by other organisations on behalf of the council.</p> <p>The policy includes the latest data (Census 2021, ONS) on what we know about diversity in our Gateshead population Appendix 2: Equalities profile of Gateshead (January 2023) - Gateshead Council</p> <p>It also includes what we know about our council workforce (non-schools based employees), taken from our workforce profile for 2023. Appendix 1: Gateshead Council equalities data - Gateshead Council</p> <p>Our residents, service users and employees will include people with all protected characteristics (PCs). This policy can have a positive impact across all PCs if we deliver against the policy commitments.</p> <p>This policy seeks to protect and support all those who; work for Gateshead</p>											
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<p>Council, use our services or the services provided by a third party on our behalf and who live in our communities.</p> <p>An action plan will be developed for each theme within the policy, all council services will contribute to delivery of the policy commitments. This will be monitored and progress reported on annually through the E&D work programme and published in our annual report.</p>											
<p>Health impact: (eg physical, mental health, wellbeing, substance misuse)</p> <p>There should be a positive health impact on our residents and service users, as the policy identifies a range of commitments which will support improved access to council services and customer experience;</p> <ul style="list-style-type: none"> • Removing barriers to accessing council services • Providing accessible information, advice and guidance and communications • Prioritising customer experience and inclusivity • • Co-design and collaborate with partners where possible, to deliver for local communities <p>There should be a positive health impact on our employees, as the policy identifies a range of commitments which will support and develop our workforce including:</p> <ul style="list-style-type: none"> • Provide opportunities for people to grow, learn, develop, and help others • Establish ways of working that ensures that our practices, process, systems, policies, and procedures support our ambition to be an exemplar for equality, diversity, and inclusion. 											
<p>Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth)</p>											



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<p>The policy has been developed to support the Thrive agenda and other corporate strategies e.g., Health & Well-being Strategy, Workforce Strategy, and our Corporate plan.</p> <p>There should be a positive socio-economic impact on our residents and service users, as the policy identifies a range of commitments which will improve how we embed EDI into our council-decision making.</p> <ul style="list-style-type: none"> • Implement the voluntary Socio-Economic Duty within the Equality Act, as agreed in our Health and Wellbeing Strategy, so that we pro-actively consider socio-economic impact to inform our council decisions. <p>There should be a positive socio-economic impact on our employees, as the policy identifies a range of commitments which will support and develop our workforce including:</p> <ul style="list-style-type: none"> • Design ways of working that are aimed at removing unintended barriers which hinder and/or prevent individuals from challenged socio-economic backgrounds from entering, retaining and progressing their employment. 	
<p>Environmental impact: (does the proposal impact on climate change and the Council’s commitment to be carbon neutral by 2030? Is the proposal in line with the Council’s Environmental Policy? Does the proposal increase natural resource use? Does the proposal increase waste? Does the proposal increase pollution? Does the proposal impact on wildlife? Does the proposal increase car use? Does the proposal increase energy use?)</p> <p>N/A</p>	
<p>Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)</p> <p>The proposal directly supports the Thrive Agenda and our Corporate plan priorities.</p>	



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This policy will have to be delivered within existing council resources – budgets and staffing capacity, so a leadership commitment is to make EDI a shared responsibility and priority for everyone at Gateshead Council. All council officers, leadership and councillors will contribute to its delivery.

- Make EDI a shared responsibility and priority for everyone, at all levels of the Council: leaders, councillors, managers and employees.

Summary of consultation/data/research undertaken to inform the assessment:

(eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)

The Leader and Deputy Leader of the Council and the Councillor Champion for EDI have been consulted and are supportive of the Corporate EDI Policy.

Trade Union colleagues have been consulted on the proposed policy and are supportive of it.

A public consultation on the draft policy ran from 15 January – 18 February 2024. 205 responses were submitted to the survey.

78% were Gateshead residents

16% were service users

25% were council staff

4% represented an organisation

1% were councillors

A summary of the consultation feedback is in Appendix 2 of the cabinet report. Equality analysis (voluntary questions) of the consultation respondents is included in the feedback report.

Consultees were asked if they agreed with the vision set out in the policy. 199 respondents answered the question, with 74% agreeing or strongly agreeing with the proposed vision.



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Consultees were asked if they agreed with the commitments set out in the policy. Each theme within the policy received strong support for the commitments proposed;

- Leadership, partnership and organisational - 155 respondents answered the question, with 72% agreeing or strongly agreeing;
- Responsive services and customer care - 156 respondents answered the question, with 74% agreeing or strongly agreeing;
- Understanding and working with our communities - 156 respondents answered the question, with 77% agreeing or strongly agreeing; and
- Diverse and engaged workforce - 156 respondents answered the question, with 72% agreeing or strongly agreeing.

Signed: (completing officer) Rachel Mason, Office of Chief Executive
Date: 01/03/24

Service Director: (approved) Iain Burns, Office of Chief Executive
Date: 01/03/24