Equality Impact assessment (EqIA)

Contents

Introduction to the Equality Impact Assessment Tool

The Equality Impact Assessment (EQIA) Tool is designed to help decision-makers evaluate how policies, projects, or services may affect different groups within the community, particularly those with protected characteristics as outlined in the Equality Act 2010. The tool ensures that councils

meet their legal obligations under the Public Sector Equality Duty (PSED), fostering fairness and promoting equality of opportunity for all individuals, regardless of their background or circumstances.

The EQIA helps identify both the positive and negative impacts of decisions on various protected groups, including people of different ages, disabilities, races, genders, and more. It also considers non-protected characteristics, such as carers, veterans, rural residents, and low-income households, who may face unique challenges.

Alternative formats of this publication can be made available on request these include large print, braille, audio, email, easy read and other languages. Contact us at Equalities@southandvale.gov.uk

Why It's Important to Complete an Equality Impact Assessment

- Meeting Legal Obligations: Public bodies, including councils, are legally required to consider how their decisions affect equality. Completing an EQIA ensures compliance with the Equality Act 2010 and the Public Sector Equality Duty (PSED), which require public organizations to eliminate unlawful discrimination, promote equality of opportunity, and foster good relations.
- Identifying and Mitigating Potential Negative Impacts: Through careful consideration of the potential effects on different groups, the EQIA helps to identify any negative consequences a decision may have. This allows for early mitigation, ensuring that no group is disproportionately disadvantaged by a policy or project.
- Promoting Inclusivity and Fairness: Completing an EQIA ensures that projects are inclusive, accessible, and fair, providing equal opportunities and outcomes for all community members. It prevents unintentional exclusion and helps shape policies that benefit everyone.
- Supporting Informed Decision-Making: The EQIA provides valuable insights into how different groups are affected by decisions, allowing leaders to make more informed and balanced choices. This promotes transparency and accountability in decision-making processes.
- Building Public Trust: Demonstrating a commitment to equality through a thorough and thoughtful assessment process helps build trust with the community. It shows that the councils are considering the needs of all residents and working towards reducing inequalities.
- Understanding Intersectionality: The EQIA tool also encourages decision-makers to consider intersectionality, or how multiple aspects of an individual's identity may combine to create unique experiences of disadvantage. By doing so, the tool helps address compounded discrimination and fosters a more comprehensive approach to inclusivity.

Project Details

The purpose of the Equalities Impact Assessment Tool is to consider the wide range of possible impacts that a proposed project/policy could have on equalities diversity and inclusion criteria.

Completing this assessment as early as possible will help shape a project or policy into a strong proposal by highlighting positive areas and areas for improvement.

Use of this tool will also help ensure projects and policies are meeting Council commitments to equality as well as other council priorities.

Title of project being assessed	Statutory Nuisance Investigation EqIA
What type of proposal is being assessed?	Procedure
Department/Service	Environmental Services/Housing and Environment
Name of officer	Simon Hill/Charles Packham
Date	7/7/2025
When is this programme of work expected to be publicly announced or made available for public viewing?	After completion
Will this body of work produce documents or materials for public use?	No
Aims, objectives, anticipated outcomes of project	The procedure details how the councils respond to their duty to investigate statutory nuisance complaints (relating to noise, artificial light, odour, dust, fume, (and all those specified by the Act). Council officers follow a written procedure to investigate nuisance complaints in line with the relevant legislation (Environmental Protection Act 1990); therefore, ensuring each case is evaluated based on the evidence found. This process is by design, solely focussed on the specifics of the complaint and the evidence available, irrespective of the nature of the business or the individuals involved. The council has a statutory duty to investigate all nuisance complaints it receives and only acts in response to the complaint. All councils' employees following this procedure must adhere to our Employee Conduct Policy which states that all staff "take decisions impartially and fairly, without discrimination or bias, both openly and transparently". The council must investigate all nuisance complaints it receives, and statutory nuisance must be considered in the context of an average person.

Equalities Impact Assessment

Age

How will the proposals impact different age groups within the community? Consider how services, facilities, or programs might benefit or disadvantage specific age groups:

- **Access to Services**: Are services (e.g., healthcare, education) equally accessible to all age groups, including children, youth, adults, and elderly residents?
- **Social Participation:** Will the proposal support or hinder opportunities for social interaction and community involvement across different age groups?
- **Facilities and Amenities**: Are there sufficient amenities (e.g., playgrounds, community centres, senior services) catering to the needs of various age groups?
- **Digital Inclusion:** How does the proposal address the potential digital

How will the proposals impact different age groups within the community	No net change in accessibility and services for specific age groups
Will the impact on different age groups be long-term?	No
Will the proposal benefit or disadvantage certain age groups beyond the immediate project location?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place	No impacts specific to age have been identified in relation to this procedure.

Disability

How will the proposals impact individuals with disabilities? Assess if the project improves or hinders accessibility, accommodations, or services for people with disabilities, Consider:

- **Physical Accessibility:** Are all public spaces, buildings, and transport facilities accessible to people with physical disabilities?
- **Information and Communication:** Will information be provided in accessible formats (e.g., braille, large print, easy read, BSL interpreters)?

- **Inclusive Design:** Does the proposal incorporate inclusive design principles, ensuring that environments are usable by all, regardless of disability?
- **Support Services:** Are there adequate support services available to assist individuals with disabilities in accessing opportunities and services?

How will the proposals affect individuals with physical, sensory, and cognitive disabilities?	No net change in accessibility and services for specific age groups
Will the impact on accessibility extend beyond the delivery phase of the project?	No
Will the project address the needs of people with both visible and invisible disabilities?	Yes
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	Anybody making a complaint to the councils can be provided with support as necessary in terms of this and our subsequent investigation. Examples as to support that can be provided e.g. an appointment to meet with case officer who can support face to face / over the telephone in terms of the steps of our investigation procedure. BSL interpretation/Braille translation Provision of documents in accessible / easy read formats etc. Use of diary sheets for those unable to access / use 'The Noise App' (noise nuisance case specific.

Gender Reassignment

How will the proposals impact transgender and non-binary individuals? Consider privacy, respect, and the need for inclusive services that respect gender identity:

- **Respectful and Inclusive Environments:** Will the proposal foster environments that respect and affirm gender identity, including the use of preferred names and pronouns?
- **Access to Services:** Are services and facilities (e.g., healthcare, changing rooms) inclusive and accessible to transgender and non-binary individuals?
- **Safety and Privacy:** How does the proposal ensure the safety, privacy, and dignity of transgender individuals, particularly in gender-specific spaces?
- **Training and Awareness:** Will there be provisions for training staff and stakeholders on issues related to gender identity and inclusion?

How will the proposals impact individuals undergoing or who have undergone gender reassignment?	No net change in inclusivity and support for transgender individuals
Will the impact on gender inclusivity last beyond the project's completion?	No
Will the project affect gender-diverse individuals across various locations, not just the immediate delivery area?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	No impacts specific to gender reassignment have been identified in relation to this procedure.

Race and Ethnicity

How will the proposals impact individuals from different racial and ethnic backgrounds? Reflect on how cultural sensitivity, language barriers, and representation are addressed, Consider:

- **Cultural Competency**: Are services and programs culturally sensitive and accessible to people from diverse racial and ethnic backgrounds?
- **Language Accessibility**: Will information and services be available in multiple languages to accommodate non-English speakers?
- **Representation**: Does the proposal consider the representation and inclusion of minority ethnic groups in decision-making processes?
- **Equality of Opportunity**: How will the proposal address any existing inequalities faced by racial and ethnic minority groups?

How will the proposals impact different racial and ethnic groups?	No net change in access and equality for racial and ethnic minorities
Will the impact on racial and ethnic equality be sustained after the project is completed?	No

Will the project address issues relate to cultural representation and language barriers across the wider community?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	Translation Services are available for all parts of our nuisance investigation procedure (if necessary or requested) and all staff have complete mandatory diversity and equalities training. No additional impacts specific to race and ethnicity have been identified in relation to this procedure.

Religion or Belief

How will the proposals impact individuals from different religious or belief backgrounds? Reflect on how religious practices, dietary requirements, and scheduling of activities are considered. Consider:

- **Religious Accommodation**: Does the proposal respect the religious needs of individuals, including access to prayer spaces, observance of holidays, and dietary restrictions?
- **Inclusivity:** Will the project create a welcoming environment for individuals of all faiths and beliefs, ensuring equal access to services?
- **Non-Discrimination:** How will the proposal prevent discrimination based on religion or belief in access to services, employment, or public spaces?
- **Interfaith Collaboration:** Does the proposal promote understanding and collaboration between different faith groups in the community?

How will the proposals affect individuals of various religions or beliefs?	No net change in accommodation and respect for religious practices
Will the impact on religious inclusivity last beyond the project's lifecycle?	No
Will the project promote religious inclusivity in areas outside of the project's immediate delivery location?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	No impacts specific to religion or beliefs have been identified in relation to this procedure.

Sex Discrimination

How will the proposals impact individuals of different sexual orientations? Reflect on inclusivity, safety, and equal access to services for LGBTQ+ individuals. Consider:

Inclusive Services: Are services and programs accessible and welcoming to individuals of all sexual orientations, ensuring that LGBTQ+ people feel included and respected?

Safety and Support: How does the proposal address the safety and wellbeing of LGBTQ+ individuals, particularly in public spaces and service delivery?

Non-Discrimination: Does the proposal include measures to prevent discrimination against individuals based on their sexual orientation in employment, housing, and access to services?

Visibility and Representation: Are LGBTQ+ individuals represented in decision-making processes and public initiatives?

How will the proposals impact people of different sexual orientations?	No net change in inclusivity and support for diverse sexual orientations
Will the project's impact on sexual orientation inclusivity extend beyond the delivery phase?	No
Will the project affect LGBTQ+ individuals in communities outside of the immediate project location?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	No impacts specific to sexual orientation have been identified in relation to this procedure.

Pregnancy and maternity

How will the proposals impact individuals who are pregnant or have recently given birth? Reflect on access to healthcare, employment rights, and support for parenting. Consider:

- **Healthcare Access:** Does the proposal ensure access to prenatal and postnatal healthcare services for pregnant individuals and new mothers?

- **Maternity Rights**: How does the proposal support maternity and paternity rights, including flexible working arrangements, parental leave, and childcare support?
- **Family Support:** Are there adequate services to support new parents, such as parenting classes, mental health services, and breastfeeding facilities?
- **Work-Life Balance**: Does the proposal provide support for parents in balancing work and family responsibilities, such as access to affordable childcare?

How will the proposals affect individuals who are pregnant or have recently given birth	No net change in support and services for pregnant individuals and new parents
Will the project support the needs of pregnant individuals and new parents?	No
Will the impact on services and support for parents continue after the project's completion?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	No impacts specific to pregnancy and maternity have been identified in relation to this procedure.

Marriage and Civil Partnership

How will the proposals impact individuals in marriages or civil partnerships? Reflect on legal rights, family life, and equal access to services. Consider:

- **Legal Rights:** Does the proposal ensure equal treatment for individuals in marriages or civil partnerships, particularly in areas like benefits, housing, and employment?
- **Family Life:** How does the proposal support family life, including access to housing, childcare, and healthcare services for married or civil-partnered individuals?
- **Non-Discrimination:** Does the proposal include measures to prevent discrimination based on marital or civil partnership status in access to services or employment?

- **Support for Relationships:** Are there resources available to support healthy relationships, such as counselling or family mediation services?"

How will the proposals impact married individuals and those in civil partnerships?	No net change in support and services for pregnant individuals and new parents
Will this project promote equal treatment for individuals in marriages or civil partnerships?	No
Will the project's impact on marriage and civil partnership equality last after the delivery phase?	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	No impacts specific to marriage and civil partnerships sex have been identified in relation to this procedure.

Other Vulnerable Groups

"Have you considered evaluating the impact of proposals on non-protected characteristics, ensuring the project is inclusive of individuals who face unique challenges beyond those covered by the Equality Act 2010.

How will the proposals impact individuals from other groups outside of the boundaries of the Equalities act who face distinct social, economic, or health-related challenges? Reflect on how the proposal addresses barriers to accessing services, support systems, and opportunities for individuals facing disadvantage. Consider:

- **Access to Services**: How will the proposal impact the ability of these groups to access essential services such as healthcare, education, housing, and employment support?
- **Financial Inclusion**: Does the proposal help reduce financial barriers for low-income households and individuals experiencing poverty, ensuring they can access affordable services and opportunities?
- **Social Isolation**: How will the proposal address social isolation faced by individuals in rural communities, carers, or those struggling with substance abuse or homelessness?
- **Support Systems**: Are there specific support services (e.g., mental health services, housing assistance, employment rehabilitation) available to address the unique needs of these groups?

- **Rehabilitation and Reintegration**: How does the proposal promote rehabilitation and reintegration for ex-offenders, veterans, and individuals recovering from substance abuse?

Please specify the impact your project will have on participation:	No net change in support and inclusivity
Will this impact last beyond the delivery phase of the project?	No
Will this impact more than one vulnerable group	No
Briefly explain the rationale for the proposed approach. Include any evidence considered, how equality impacts have been addressed, and any mitigation or monitoring plans in place:	No impacts specific to other vulnerable groups have been identified in relation to this procedure.

Review

Following an Equality Impact Assessment (EqIA), this proposal has returned a "No action required" result, indicating no anticipated adverse impacts on any protected characteristic groups as defined by the Equality Act 2010. All findings suggest that the project aligns with our commitment to inclusivity and equality. No further action is deemed necessary at this time, though ongoing monitoring will ensure that any unforeseen impacts are addressed should they arise.

If change needed is identified, appropriate mitigation measures must be in place to reduce or eliminate detrimental impacts. Mitigations should be in line with legal requirements, including the Equality Act 2010, ensuring that all affected groups are considered fairly.

Please include the outputs from this report into any decision-making report

For further support please contact Equalities@SouthandVale.gov.uk

Characteristics	Action	Justification	Reviewed
Age	No action required.	No impacts specific to age have been identified in relation to this procedure.	Accepted
Disability	No action required.	Anybody making a complaint to the councils can be provided with support as necessary in terms of this and our subsequent investigation. Examples as to support that can be provided e.g. an appointment to meet with case officer who can support face to face / over the telephone in terms of the steps of our investigation procedure.	Accepted

		BSL interpretation/Braille translation Provision of documents in accessible / easy read formats etc. Use of diary sheets for those unable to access / use 'The Noise App' (noise nuisance case specific.	
Gender Reassignment	No action required.	No impacts specific to gender reassignment have been identified in relation to this procedure.	Accepted
Race & Ethnicity	No action required.	Translation Services are available for all parts of our nuisance investigation procedure (if necessary or requested) and all staff have complete mandatory diversity and equalities training. No additional impacts specific to race and ethnicity have been identified in relation to this procedure.	
Religion or Belief	No action required.	No impacts specific to religion or beliefs have been identified in relation to this procedure.	Accepted
Sex	No action required.	No impacts specific to sex have been identified in relation to this procedure.	Accepted
Sexual orientation	No action required.	No impacts specific to sexual orientation have been identified in relation to this procedure.	Accepted
Pregnancy & Maternity	No action required.	No impacts specific to pregnancy and maternity have been identified in relation to this procedure.	Accepted
Marriage & Civil Partnership	No action required.	No impacts specific to marriage and civil partnerships sex have been identified in relation to this procedure.	Accepted
Other Groups	No action required.	No impacts specific to other vulnerable groups have been identified in relation to this procedure.	Accepted