

## Equality Impact Assessment

### **Purpose of the Equality Impact Assessment process:**

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

## Section 1: Equality Impact Assessment Screening

Title and description of the policy/ decision:	MDDC Resilience Strategy
Job title of the person(s) undertaking the assessment:	Resilience Officer
Council service:	Public Health
Date of assessment:	May 2024
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?	
<p>The Resilience Strategy (the 'Strategy') sets out how the Council will meet its statutory duties as a Category 1 responder under Civil Contingency legislation in a coherent and defined way. It therefore provides a key framework and assurance with respect to how the Council will plan for, assess and ultimately respond to major incidents as well as events which impact on its own business continuity through increased resilience. The Strategy also sets out how the Council will undertake its role in the recovery of communities after an incident and also support our communities to increase their own resilience to emergencies and business disruptions.</p> <p>The Strategy is in essence an internal operational document however it provides the core basis for how the Council should and will act to the benefit of communities when there is an event which could give risk to serious damage to human welfare or the environment in our locality.</p> <p><b>Aims</b> The aims of the Strategy are:</p> <ol style="list-style-type: none"> <li>1. Ensure effective consideration of risks that may impact on the council and its communities</li> <li>2. Improve the resilience of Council operations, systems, and processes to operate in the event of an incident or emergency</li> <li>3. Encourage greater resilience in the Council and its communities</li> <li>4. Meet council responsibilities as a Category 1 responder in relation to emergency planning, and business continuity, including dealing with an emergency or incident</li> </ol> <p><b>Objectives</b> Within the Civil Contingencies Act 2004 there are seven key areas that are statutory for MDDC as a Category 1 responder: Co-operation, Information Sharing, Assessing the Risk of Emergencies, Emergency Planning, Business Continuity Management, Warning and Informing, Business Continuity Advice to Business.</p> <p>The Strategy has been created to give a robust, coherent framework that, if followed, would provide a high level of resilience for both our statutory Category 1 responsibilities and responding to internal incidents that could impact on one or more service areas.</p>	
Who may be affected by the policy/ decision?	All residents, visitor and businesses
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	Internal operating document - consultation with CMT and LT

Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	Not applicable		
To which part(s) of the Public Sector Equality Duties is the policy/decision relevant:			
	Yes	No	Details
1. Eliminate unlawful discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Having a clearly defined strategy ensures consistency of approach and ensures that no resident or visitor is treated any more fairly or unfairly than any other
2. Advance equality of opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3. Foster good relations between different groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

**Which of the protected characteristics is the policy/ decision relevant to?**

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

\*Applies only to Employment and the duty to give regard to the elimination of discrimination.

**Decision by Corporate Manager to recommend this policy/ decision for an Equality Impact Assessment?**

**Yes/ No**

**If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.**

The Resilience Strategy sets out a framework for the Council to meet its statutory duties for the benefit of the wider community of Mid Devon as a whole. It does not positively or negatively impact directly anyone with protected characteristics however the component emergency plans that sit below the strategy do take into account vulnerable members of the community such that their needs are prioritised in both the response and recovery phases of any emergency or major incident. Overall, the Strategy is neutral regarding equalities as reflected in the screening assessment attached in Annex B.

Simon Newcombe, Head of Housing and Health

## **EIA Screening Complete**

