



# South Kesteven District Council

## Equality Analysis (Stage 1)

### MEMBERS CODE OF CONDUCT

<b>Service Area:</b> Legal and Democratic	<b>Lead officer:</b> Lucy Youles	<b>Date of Analysis</b> 27.6.12
	<b>Assessors:</b> Lucy Youles	

		<b>Neutral Assessor: Carol Drury</b>							
<p><b>1. Name and description of policy/service/function/strategy :</b> Members code of conduct</p> <p><b>Is this a new or existing policy?</b> New code to replace existing code. Report to Standards Committee to investigate options at this stage. Report to Council to adopt During the course of deliberation at committee, the following issues, where practicable, will be considered to determine if there is any adverse impact on the protected characteristics. Consideration of equalities and respect for others should be addressed</p>									
<p><b>2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.</b></p>									
		<table border="1"> <thead> <tr> <th><b>Equality Group</b></th> <th><b>Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups?  Please state which for each group</b></th> <th><b>Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b></th> </tr> </thead> <tbody> <tr> <td><b>Age</b></td> <td>Not relevant</td> <td>This code of conduct has been prepared in a manner which should result in a neutral impact across all of the Protected Characteristics highlighted in this document. There is however no specific reference to the need for elected Members to behave in an equitable and fair manner. Consideration should be given to incorporating this within the code.</td> </tr> </tbody> </table>		<b>Equality Group</b>	<b>Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups?  Please state which for each group</b>	<b>Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b>	<b>Age</b>	Not relevant	This code of conduct has been prepared in a manner which should result in a neutral impact across all of the Protected Characteristics highlighted in this document. There is however no specific reference to the need for elected Members to behave in an equitable and fair manner. Consideration should be given to incorporating this within the code.
<b>Equality Group</b>	<b>Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups?  Please state which for each group</b>	<b>Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b>							
<b>Age</b>	Not relevant	This code of conduct has been prepared in a manner which should result in a neutral impact across all of the Protected Characteristics highlighted in this document. There is however no specific reference to the need for elected Members to behave in an equitable and fair manner. Consideration should be given to incorporating this within the code.							

<b>Disability</b>	Not relevant	As above
<b>Race</b>	Not relevant	As above
<b>Gender Reassignment</b>	Not relevant	As above
<b>Religion or Belief</b>	Not relevant	As above
<b>Sex</b>	Not relevant	As above
<b>Sexual Orientation:</b>	Not relevant	As above
<b>Pregnancy and Maternity</b>	Not relevant	As above
<b>Marriage and Civil Partnership</b>	Not relevant	As above
<b>Carers</b>	Not relevant	As above
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>	Not relevant	As above

\*(IMD = Indices of multiple deprivation)

**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

Informal consultation has taken place with senior officers and elected

members.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

More formal consultation will take place internally to determine whether there is a need to incorporate equality within the code.

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please tick one of the options.**

a. **No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken**

**If you have ticked option (a) go to stage 3**

b. **Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.**  **Please complete the questions in the box below.**

**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

Consideration of the need to incorporate a specific reference to equality within the code.

**b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

Management Team, Elected Members – Cabinet, Council

**If you have ticked option b go to Stage 2**

c. **Adverse impact but continue**  **Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.**

**If you have ticked option c please go to Stage 2**

**d. Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful discrimination**

**Signed (Lead Officer):** Lucy Youles, Head of Legal and Democratic Services  
(Monitoring Officer)

**Date completed: 27.6.12**