



SOUTH KESTEVEN DISTRICT COUNCIL

Equality Impact (Initial Analysis)

COVID-19: Initial Actions + Recovery Plan

Service Area: Corporate	Lead officer: Ken Lyon	Date of Meeting 04/06/20
	Assessors: Paul Clarke	
	Neutral Assessor: Carol Drury	

Gender Reassignment	None	This policy will not impact on gender reassignment.
Religion or Belief	None	The initial closures included closures of places of worship and restricted access to funerals. Longer-term decisions about reopening could have an impact – see Annex A
Sex	None	This policy will not impact upon people based upon their sex.
Sexual Orientation	None	This policy will not impact upon people based upon their sexual orientation.
Pregnancy and Maternity	None	This policy will not impact upon people based upon pregnancy or maternity.
Marriage and Civil Partnership	None	This policy will not impact upon marriage and civil partnerships. Longer-term decisions may – see appendix
Carers	None	This policy will not impact upon people based upon their caring duties.
Other groups (e.g. those from deprived (IMD*) communities; those from rural communities; those with past offences) *(IMD = Indices of multiple deprivation)	Positive	Some of the initial actions will have had a positive income on people from low incomes, such as the expansion of the Council Tax hardship fund and offering payment holidays where needed. However, the longer-term decisions could affect those from rural areas, those with underlying health conditions and those on low incomes (see Annex A)
General comments	While the development of a plan and the initial response will have a broad positive impact on several equality groups, later stages carry a risk of having an adverse effect. Annex A lists key stages where a negative impact could result and how these can be mitigated.	

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

Internal consultation was carried out throughout the development of the Recovery Plan. This consultation made sure that the role of Risk Assessments and Building Assessments were fully integrated into the Recovery Plan.

Staff surveys have been undertaken to identify those in higher risk groups and mitigations put in place to protect them.

Discussion with the wider Lincolnshire Resilience Forum, checked alignment to the wider response across the county and minimise overlaps and shared approach where appropriate to do so. This resulted in changes to focus of activity on initial responses such as the befriending service to minimise conflict with a county-wide service for shielded residents.

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

Risk and building assessments will continue on a service by service basis throughout the Recovery Plan and these will continue to use consultation and monitoring data as required.

Monitoring information will continue to be made available during the lifetime of the plan and this will be used to form responses. Moving from phase to phase has a built-in reset and review period, and this will be a specific chance to feed in additional information about the impact our approach is having. This will include national data (such as changes in infection rates), regional data (co-ordinated by the LRF such as numbers of visits to mobile testing stations) and local data (volume and types of queries).

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made). Please check 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.	<input checked="" type="checkbox"/>
<i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>

<i>If you have checked option c) you will need to answer question c.1</i>		
d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

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?

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

If you have checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in Stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

Ken Lyon
Assistant Chief Executive

Date completed:

04/06/20

Signed (Neutral Assessor):
(Name and title)

Carol Drury
Community Engagement and Policy Development Officer

Date signed off:

04/06/20

Potential Decisions that could have an Equality Impact

Purpose

There are several future decisions and processes that could have an equality impact (either positive or negative). This annex sets out the areas identified that could have an equality impact in the later stages of the COVID-19 response.

Elements that could have an Equality Impact

Move to more online service delivery model

Moving to a more online service delivery model could risk a reduced service for those not able or wishing to engage via digital channels. This could disproportionately affect older people and people living in rural areas (the latter that might struggle to get a stable internet connection).

To mitigate against this risk then full consideration of the impact will need to be given at the time of changes to service provision and consultation is undertaken. Alternative options for interaction will need to be considered and incorporated into the overall assessment of value for money for the services offered.

Furthermore, websites and applications used for wider interaction with the public should be built to high accessibility standards to ensure that the design does not prevent usage. This should include ensuring they work on computers, tablets and mobiles, text is scalable and that high contrast backgrounds can be chosen – consultation will take place alongside South Lincolnshire Blind Society to ensure accessibility standards are met.

Decisions to re-open / grant wider gatherings in places of worship, burial grounds and venues where marriages can be performed

There needs to be a balance struck between Public Health and meeting people's wishes. There is a desire to re-open as long as this meets with national guidance and it is felt safe to do so locally. Decisions will be supported by service specific risk assessments and building assessments.

Return to work for employees of SKDC

As people are asked to return to normal places of work and/or come back into more face-to-face interactions with the public there are a number of factors that influence risk to catching and likely severity of COVID-19. Risk assessments should include ethnicity, age and other health and disability factors that could make people more susceptible to COVID-19.

Longer-term impact of withdrawing financial support and deferred payments

Whilst the deferring of Council Tax and additional support for both individuals and businesses removed some of the immediate financial pressure, the impact of seeking to recover the deferred income will need careful consideration. The cost and benefits and timing of reintroduction of charges will need careful planning and consideration.