Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance
Document or contact equality@rbwm.gov.uk

1. Background Information

Title of policy/strategy/plan:	Report Recommending the 2022/23 Annual Governance Statement and Action Plan for Recommendation and Sign off
Service area:	Law & Governance
Directorate:	Resources

Provide a brief explanation of the proposal: • What are its intended outcomes? • Who will deliver it? • Is it a new proposal or a change to an existing one?
The Annual Governance Statement (AGS) is a document which the Council is required to create and publish every financial year. It is a requirement to demonstrate that systems and processes are in place to ensure that Council business is conducted lawfully and in accordance with proper standards. The AGS also identifies areas in which compliance could be improved.

2. Relevance Check

Is this proposal likely to <u>directly</u> impact people, communities or RBWM employees? • If Yes, state 'Yes' and proceed to Section 3. • If No, please explain why not, including how you've considered equality issues. • Will this proposal need a EQIA at a later stage? (for example, for a forthcoming action plan)
No – it concerns the Council's internal governance processes.

If 'No', proceed to 'Sign off'. If unsure, please contact equality@rbwm.gov.uk

3. Evidence Gathering and Stakeholder Engagement

| **Who will be affected by this proposal?** |
| For example, users of a particular service, residents of a geographical area, staff |
| |

| **Among those affected by the proposal, are protected characteristics** (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) **disproportionately represented?** |
| For example, compared to the general population do a higher proportion have disabilities? |
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| **What engagement/consultation has been undertaken or planned?** |
| • How has/will equality considerations be taken into account? |
| • Where known, what were the outcomes of this engagement? |
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| **What sources of data and evidence have been used in this assessment?** |
| Please consult the EQIA Evidence Matrix for relevant data. Examples of other possible sources of information are in the Guidance document (Section 2.3). |
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4. Equality Analysis

Please detail, **using supporting evidence**:

- How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.
- How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'.

More information on each protected characteristic is provided in the EQIA Guidance document (available on the intranet).

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age			
Disability			
Sex			
Race, ethnicity and religion			
Sexual orientation and gender reassignment			
Pregnancy and maternity			
Marriage and civil partnership			
Armed forces community			
Socio-economic considerations e.g. low income, poverty			
Children in care/Care leavers			

5. Impact Assessment and Monitoring

If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.

What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it? For example, adjustments needed to accommodate the needs of a particular group
Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this? • For planned future actions, provide the name of the responsible individual and the target date for implementation.
How will the equality impacts identified here be monitored and reviewed in the future?

6. Sign Off

Completed by:	**Date**:
Approved by:	**Date:**

If this version of the EQIA has been reviewed and/or updated:

Reviewed by:	**Date**: