

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Engage with local businesses including Town Hall events to encourage businesses to bid for work (procurement process)
Date	26/11/20
Officer carrying out screening	Tom Minnican – Todd Strehlow – Anette Gilham
Service Area	Finance – Economic Development
Project Sponsor	Martyn Fulcher

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

What is proposed?	Review and determine how to engage with local businesses, including possible Town Hall events to encourage businesses to bid for work
Why are the changes being introduced?	The Coronavirus has substantially impacted local businesses
What evidence is being used to support this equality impact analysis?	Town centre information of local businesses and procurement framework.
How will this change be implemented?	Working with local businesses and procurement to encourage uptake

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Disability	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Gender reassignment	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Pregnancy and maternity	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Race	No anticipated impact	The businesses engaged with across the town will have no positive or	Inclusion and promotion to all businesses who wish to be a part of the

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		negative impacts on any of the protected characteristics.	procurement process and bid for work, as variety of works will give businesses options.
Religion or belief	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Sex	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Sexual orientation	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.
Marriage and civil partnership	No anticipated impact	The businesses engaged with across the town will have no positive or negative impacts on any of the protected characteristics.	Inclusion and promotion to all businesses who wish to be a part of the procurement process and bid for work, as variety of works will give businesses options.

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s): *

A. There are no unlawful discrimination, harassment or victimisation issues resulting from this review

Q. The report helps us to 'advance equality of opportunity...' in the following way(s): *

A. The provision of encouraging local businesses to bid for works will be facilitated to ensure it caters for all people

Q. The policy helps us to 'foster good relations...' in the following way(s): *

A. The provision of encouraging local businesses to bid for works will support local businesses

Q. The new provisions will be reviewed in the following way(s): *

A. Monitoring of businesses bidding for works, analysing uptake and increase of local businesses used as well as using data provided through positive or negative feedback

3 Sign Off

Assessment Author:	Tom Minnican	Date: 10/12/20
Project Sponsor:	Martyn Fulcher	Date: 10/12/20

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people.

	The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)