

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Ipswich Crucial Crew 2021
Date	25/02/21
Officer carrying out screening	Emily Cook
Service Area	Community Support
Project Sponsor	Ian Blofield

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?	Crucial Crew 2021 will be held virtually. All primary schools in the Ipswich Borough area will be able to access the 7 safety messages and stream them in their year 6 pupils lessons.
Why are the changes being introduced?	Crucial Crew is an event that is run annually. This year will be very different as the event will be held virtually and not in person. However, the same safety messages will be given out.
What evidence is being used to support this equality impact analysis?	The event is reviewed every year and updates are made where necessary. The event is monitored in the following ways; <ul style="list-style-type: none">• Teacher feedback form – this gives the teachers opportunity to provide feedback.• Student pre and post quiz – the students are asked the same questions before and after the event to measure their learning.• Agency de-brief – a de-brief is held after the event to ensure all feedback is shared and taken on board for the following year.
How will this change be implemented?	The scenarios and content given out to the schools will be the same as in previous years. The only change will be that the event is going to be all virtual.

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	Positive	The event is aimed at year 6 students (10-11 year-olds). This is a positive impact as provides additional resource on top of the usual curriculum for all primary schools in Ipswich. This age group was chosen when Crucial Crew first started in 1994. The age group was chosen as the most appropriate age for the content. This event is also to prepare the students before going to High School. This is a standard age over all Crucial Crews and is always kept the same age so that everyone will get the opportunity to attend Crucial Crew when they reach that age.	
Disability	Positive	In previous years, when delivering the event in person, all disabilities have been included, with measures in place to support anyone with additional needs. This year, as the event is virtual and will be streamed in schools,	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		everyone will be covered and included. The videos will also have subtitles to include anyone with no hearing.	
Gender reassignment	No Impact	This characteristic will not be affected by the Crucial Crew event.	
Pregnancy and maternity	No Impact	This characteristic will not be affected by the Crucial Crew event.	
Race	No Impact	This characteristic will not be affected by the Crucial Crew event.	
Religion or belief	No Impact	This characteristic will not be affected by the Crucial Crew event.	
Sex	No Impact	This characteristic will not be affected by the Crucial Crew event.	
Sexual orientation	No Impact	This characteristic will not be affected by the Crucial Crew event.	
Marriage and civil partnership	No Impact	This characteristic will not be affected by the Crucial Crew event.	

3 Sign Off

Assessment Author:	Emily Cook	Date: 25/02/21
Project Sponsor:	Ian Blofield	Date: 25/02/21

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 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](#)

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

Everyone in the year 6 age group are included in this event, with all primary schools in Ipswich Borough being invited. This age has been picked due to the suitability of the content delivered. This age is always kept the same to ensure that all students will attend the event when they reach this year group.

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

As above, all year 6 students from schools in Ipswich Borough are invited.

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

This event helps build good relations with the schools in Ipswich Borough by offering them extra curriculum activities alongside their existing lessons. This event also helps build good relations with the external agencies that work with Ipswich Borough Council to provide the scenarios and safety messages.

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

A brief and de-brief meeting will be held before and after the event with agencies, giving them the opportunity to provide feedback. The students will complete a quiz before and after the event to measure their learning. The teachers will be provided with a feedback form for any further questions or information they require which will be passed on to the agencies.