

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Ipswich Borough Council Corporate Website
<b>Date</b>	19/10/2020
<b>Officer carrying out screening</b>	Jeni Raw and Nicole Drury
<b>Service Area</b>	Corporate Support
<b>Project Sponsor</b>	Justin Jupp

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

<p><b>What is proposed?</b></p>	<p>Legislation associated with web accessibility came into force on September 2018 (The Public Sector Bodies Accessibility Regulations 2018). Its focus is ensuring that public sector websites and apps in the UK can be used by anyone, including those with impaired vision, motor difficulties, cognitive impairment, deafness or impaired hearing.</p> <p>To ensure IBC’s Corporate Website is fully compliant with accessibility legislation we will be:</p> <ul style="list-style-type: none"> <li>• Procuring an automated web-accessibility review tool</li> <li>• Publishing an updated accessibility statement outlining what the issues are and how we will resolve them</li> <li>• Developing an action plan to address existing flaws in the site</li> <li>• Delivering the action plan to make the website compliant</li> </ul>
<p><b>Why are the changes being introduced?</b></p>	<p>Legislation associated with web accessibility came into force on September 2018 (The Public Sector Bodies Accessibility Regulations 2018).</p>
<p><b>What evidence is being used to support this equality impact analysis?</b></p>	<p>Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018:  <a href="https://www.gov.uk/guidance/accessibility-requirements-for-public-sector-websites-and-apps">https://www.gov.uk/guidance/accessibility-requirements-for-public-sector-websites-and-apps</a></p>
<p><b>How will this change be implemented?</b></p>	<p>It is estimated that five days will be required to review web accessibility requirements and legislation, perform the necessary audit to IBC’s website using the tool, document findings, create a plan to address any issues, and draft and publish a web accessibility statement. This work will be delivered by resources within the ICT team.</p>

## 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
<b>Age</b>	Positive	By making the website more accessible we are creating new opportunities for all ages to engage and navigate information easily. This will include adding guidance to the accessibility statement on how users can make their device easier to use.	
<b>Disability</b>	Positive	<p>By making the website more accessible we are ensuring that our website can be used by anyone, including those with impaired vision, motor difficulties, cognitive impairment, deafness or impaired hearing.</p> <p>Accessibility means more than putting things online. It means making your content and design clear and simple enough so that most people can use it without needing to adapt it, while supporting those who do need to adapt things.</p>	<p>Use of user groups and forums to help us develop the accessibility of the website to make sure they are working for our residents.</p> <p>Contact with user groups members would help us communicate changes and improvements of the site to their contacts and groups, for example contacts through Suffolk Guide Dog Forum.</p> <p>There may be parts of the site that we cannot make accessible immediately</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>People may not have a choice when using a public sector website or mobile app, so it's important they work for everyone. The people who need them the most are often the people who find them hardest to use.</p> <p>Accessible websites usually work better for everyone. They are often faster, easier to use and appear higher in search engine rankings.</p> <p>Most public sector websites and mobile apps do not currently meet accessibility requirements. For example, a recent study found that 4 in 10 local council homepages failed basic tests for accessibility.</p> <p>Common problems include websites that are not easy to use on a mobile or cannot be navigated using a keyboard, inaccessible PDF forms that cannot be read out on screen readers, and poor colour contrast that makes text difficult</p>	<p>(e.g. PDFs) and these will be detailed in our accessibility statement.</p> <p>If users find any problems that aren't listed on our webpages or think we're not meeting accessibility requirements they can contact us using the details on the accessibility statement and/or the 'Help us improve this page' form which can be accessed on all pages.</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>to read - especially for visually impaired people.</p> <p>You may be breaking the law if your public sector website or mobile app does not meet accessibility requirements.</p>	
<b>Gender reassignment</b>	No changes	No impact has been identified in addition to the above.	
<b>Pregnancy and maternity</b>	No changes	No impact has been identified in addition to the above.	
<b>Race</b>	No changes	No impact has been identified in addition to the above.	
<b>Religion or belief</b>	No changes	No impact has been identified in addition to the above.	
<b>Sex</b>	No changes	No impact has been identified in addition to the above.	
<b>Sexual orientation</b>	No changes	No impact has been identified in addition to the above.	
<b>Marriage and civil partnership</b>	No changes	No impact has been identified in addition to the above.	

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

**A.** At least 1 in 5 people in the UK have a long-term illness, impairment or disability. Many more have a temporary disability. People may not have a choice when using a public sector website or mobile app, so it's important they work for everyone. The people who need them the most are often the people who find them hardest to use. Making a website or mobile app accessible means making sure it can be used by as many people as possible.

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

**A.** It will help us to minimise any disadvantage identified to meet the needs of different groups. It takes account of people who have long-term illness, impairment or disability.

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

**A.** It will help promote understanding of the legislation and the actions we will be taking to implement it.

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

**A.** Once approval has been given and work carried out, we will continue working towards meeting WCAG level AA by;

- developing content guidelines that can be used by all site authors
- working with developers and editors to fix code and content issues with our website
- carrying out further accessibility testing involving people with disabilities and impairments

### 3 Sign Off

<b>Assessment Author:</b>	<b>Jeni Raw and Nicole Drury</b>	
<b>Project Sponsor:</b>	<b>Justin Jupp</b>	

**Please provide any supporting documents in the appendices below.**

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

<b>Age</b>	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).
<b>Disability</b>	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.
<b>Gender reassignment</b>	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.
<b>Marriage and civil partnership</b>	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).
<b>Pregnancy and maternity</b>	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.
<b>Race</b>	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.
<b>Religion and belief</b>	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.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	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](#)