

**Working together to create a borough of opportunity  
Predictive Equality Impact Assessment (PEIA)  
FOR ALL COUNCIL DECISIONS ONLY**



**Title of report or proposal:**

**Single Equality Scheme (2009-12)**

**(Note this PEIA should be read alongside the full Single Equality Scheme as detailed consideration has been provided to all equality strands within the Scheme itself).**

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

**The council vision is to create a borough of opportunity for all in Hammersmith and Fulham. The Single Equality Scheme (SES) and accompanying Action Plan sets out the council's objectives, targets and the specific actions that we will take to achieve our ambitions for equality and life chances for all, and thereby fulfil our statutory duties.**

Department:

**Organisation Development, Finance and Corporate Services**

Officer Responsible: *(to be completed by the report author)*

**Jane Hill, x3430, jane.hill@lbhf.gov.uk**

(Signature, Print Name, Contact Number and Email Address)

**Form and report MUST be checked and countersigned** by the Opportunities Officer (Organisational Development)

Opportunities Officer: *(to be completed by the Opportunities Manager)*

Signed off by Lillian Magero on **28/09/10** Email [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk) Tel 020 8753 2355

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

**The Single Equality Scheme and vision to create a borough of opportunity for all in Hammersmith and Fulham affects all staff and residents. The Single Equality Scheme includes those groups protected by discrimination law (race, disability, gender and transgender, sexual orientation, age, religion and belief) as well as socio-economic groups and the experience of other vulnerable groups.**

2. Identify the risks that could prevent the planned outcomes

**Risk of constrained resources for learning and development and equality impact assessments**

3. Could the proposal have a positive impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

**a) b) c) d) e) f) Yes. The Single Equality Scheme is designed to positively impact on all of these groups.**

**The Single Equality Scheme enables the council to comply with our statutory equality duties under the Race Relations Act 1976 (amendment in 2000), Disability Discrimination Act 2005, and Sex Discrimination Act 1975 (as amended by the Equality Act 2006). The SES covers all groups protected by discrimination law (race, disability, gender and transgender, sexual orientation, age, religion and belief) and pays regard to the relevant discrimination legislation and regulations.**

**Within the Single Equality Scheme, there are separate component schemes for each of the above groups which provide evidence of the equalities profile of each of these communities, along with the council's objectives in service delivery and employment. Practical case studies have been used which highlight how the council is delivering service improvements for staff and**

residents in each of these groups. The scheme is supported by a detailed Action Plan that sets out our aims, targets and the specific actions that we will take to achieve equality outcomes. The Scheme will be actively measured on an annual basis to provide a clear indication of changes and improvements, the results of which will be published.

**The component schemes include:**

- **Race equality scheme** – sets out our key objectives to ensure our services are equally accessible to people from different racial groups and to promote good race relations through community cohesion initiatives. We will do this by working with partner agencies, training staff to provide appropriate services, preventing and eliminating race discrimination, harassment and victimisation and acting decisively on any complaints, carrying out workforce monitoring, and having an inclusive workforce. Case studies were included around the establishment of a Community Relations Group and School Leadership Programme for diversity.
- **Disability equality scheme** – the Disability Equality Scheme (2009-12) was updated and published in April 2009 and is being directly incorporated into the SES. The actions will be incorporated into the SES Action Plan following the first annual report of the current scheme to the Better Government Panel in June 2010 to ensure clarity for staff and residents. Case studies were included on housing adaptations for disabled people, and examples where we have worked with partners to support disabled people.
- **Gender equality scheme** – sets out our key objectives to providing fair and accessible services and to promote equality in employment. We will do this by working with partner agencies, training staff to provide appropriate services, working to reducing crime including domestic violence, preventing and eliminating gender discrimination, harassment and victimisation and acting decisively on any complaints, carrying out workforce monitoring, providing a fair and equitable pay structure, and having an inclusive workforce. A detailed case study was included on borough partnership work that has been undertaken to prevent and address domestic violence along with internal initiatives for staff.
- **Age equality scheme** – sets out our key objectives to ensure our services are equally accessible to people of all ages, to promote equality of opportunity in employment for all ages, and to prevent and eliminate age discrimination, harassment and victimisation and act decisively on any complaints. A detailed case study was included on the pilot apprenticeship scheme to encourage young people into jobs in the council.
- **Sexual orientation equality scheme** – sets out our key objectives to ensure our services are equally accessible to all, to promote equality of opportunity in employment for all, provide confidentiality where sexual orientation is disclosed, and to prevent and eliminate sexual orientation discrimination, harassment and victimisation and act decisively on any complaints. A detailed case study was included on Connexions work with LGBT young people in Hammersmith and Fulham.
- **Religion and belief equality scheme** – sets out our key objectives to ensure our services are equally accessible to all, to promote equality of opportunity in employment for all, to prevent and eliminate religion or belief discrimination, harassment and victimisation and act decisively on any complaints, and to consider how religious beliefs and observances can be accommodated. A case study was included on the development of religious guidance for Hammersmith and Fulham schools.

**Detailed actions which relate to each of the schemes and deliver improvements to all are included in the Single Equality Scheme Action Plan (2009-12).**

4. Could the proposal have a differential negative impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups**? (Please provide evidence e.g. user feedback, complaints, monitoring,?)

**a) b) c) d) e) f) There is no specific evidence of adverse impacts.**

**During the consultation, however, views were raised that: British groups have not been taken into consideration enough, majority groups should not be discriminated against, those who probably pay the majority of taxes are missed, and opportunities should mean opportunities for all not just specific targeted groups.**

**The focus throughout the Single Equality Scheme is on opportunity for all and inclusion of all. The core council priorities deliver benefits to all residents. In delivering to all, diversity recognises and values that individuals are unique and uses these differences to the benefit of the organisation and customers. The Single Equality Scheme, including the Race Equality Scheme, applies to people of all ethnic groups including British groups. The Scheme specifically covers the groups that are protected by discrimination law. The majority of the actions set out in the Single Equality Scheme are focussed on improvements for all residents.**

**Note that while there is no specific evidence of adverse impact, there is potential for people within the above groups to have greater need of actions to advance equality.**

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

**Yes, it is intended to have a positive impact. Setting the framework for a health borough is one of the core priorities in the Single Equality Scheme. A range of joint work between the council and the NHSF, referred in the SES, supports healthy outcomes.**

6. Can any differential negative impact of the decision be justified?

**N/A**

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

**A key aspect of developing a Single Equality Scheme (SES) is engaging and consulting with a range of people from diverse backgrounds and groups, including race, gender and disability as required by law, along with a range of wider equality groups.**

**Public consultation was undertaken and a variety of views were received from staff, residents, community groups and stakeholders from early September to early December 2009. A Consultation Report has been produced. The feedback has been considered by relevant departments and a response to each area of feedback has been included within the Consultation Report.**

**Overall the feedback has been positive with a number of changes recommended and amendments made to the Single Equality Scheme. Alongside specific changes, two key changes across the SES include: 1) linking each scheme to the relevant actions in the Action Plan, and 2) including practical case studies in each scheme to help explain how it is relevant for staff and residents. One community organisation noted – ‘On a positive note, a huge amount of work has gone into putting the SES together, now down to the last 15%. (The council) have been very responsive to including results of early consultation.’**

8. Do you need to undertake any further consultation? If so, what and with whom?

**An annual report on progress in implementing the actions contained in the Single Equality Scheme will be presented to relevant external groups. A three yearly review and update of the Single Equality Scheme will take place by 04/12/12, in consultation with employees and relevant stakeholders. Consultation will continue to be a part of equality impact assessments.**

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

N/A

**PLEASE EMAIL COMPLETED FORM TO [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk)**

**Contact: Equalities & Diversity Officer, 020 8753 1874  
London Borough of Hammersmith & Fulham**