

Full Equality Impact Assessment- EIA

APPENDIX B

An EIA is a way of finding out if:

- Our services are accessible to service users and employees.

An EIA helps us to make sure that:

- Our functions and policies do not have a negative impact or discriminate in any way against any members of our local community.

A Full EIA needs to work through the following stages:

- ⇓ **Establish clear aims & objectives-** What is the purpose? Who will benefit? What are the intended outcomes?
- ⇓ **Consideration of data & information-** National & local data; service data; satisfaction/feedback data; complaints; research
- ⇓ **Assessing the impact-** Who does/does not use service? Have you consulted? Does it reflect varied needs of community?
- ⇓ **Reviewing/Scrutinising the impact-** Is there a differential impact on different groups? Is it adverse? Is it directly or indirectly discriminatory? *Show justification if applicable*
- ⇓ **Addressing the issues-** Measures to alleviate impact; alteration to policy; action plans
- ⇓ **Formal consultation-** Use appropriate methods; consult those affected or with legitimate interest; consult widely; ensure consultation is open, inclusive & accessible
- ⇓ **Making a decision-** Explain decision & intended effects/benefits; monitor any actions
- ⇒ **Publication of results-** Accessible & user friendly; add website & intranet; notify consultees

Name of service or policy being assessed	Subsidy of pest control service		
Directorate	Economic Prosperity & Place	Is this a new or existing service or policy?	Existing
Officers completing the assessment	Director of EP&P	Director	Mike Parker
Date	07/01/16	Relevant Cabinet Member	Sally Chambers

<p>Establish clear aims & objectives What is the purpose and expected outcomes?</p>	<p>To enable a subsidised pest control service to continue to be delivered to those in receipt of benefits whilst providing this service within budget and meeting the Council's statutory requirement under the Prevention of Damage by Pests Act 1949 as it applies to rats and mice. In order to do this it is proposed to reduce the subsidy given to those on benefits for the treatment of fleas and bedbugs from 100% to 25% and for the treatment of wasps' nests from 100% to 0%. This will enable the treatment of rats, mice and cockroaches to remain fully subsidised for those on benefits.</p>
<p>Will there be any effect on other council procedures or strategies e.g. Corporate Plan or the <u>council's workforce</u>?</p>	<p>No</p>
<p>Are there any statutory requirements or implications?</p>	<p>Prevention of Damage by Pests Act 1949 requires the Council to take such steps as may be necessary to secure so far as practicable that their district is kept free from rats and mice</p>
<p>Are there any other organisations / bodies involved?</p>	<p>Worcestershire Regulatory Services as shared service delivering pest control service</p>
<p>Consideration of data & information National & local data; service data; satisfaction/feedback data; complaints; research that is being used</p>	<p>Data from WRS regarding the location of properties that required some form of pest control service in 2015 together with the costs of service provision. Also considered approach in neighbouring authorities.</p>
<p>Assessing the impact Who does/does not use service? Have you consulted? Does it reflect varied needs of community?</p>	<p>The subsidised service is currently only available to those in receipt of benefits (of any description), however the contractor service provided by WRS is available to all residents for a fee depending on the type of pest to be treated. No consultation has taken place.</p>

What impact does the service / policy / project have on the nine protected characteristics as defined by the Public Sector Equality Duty 2010 – for definitions, please see overleaf.

Reviewing/Scrutinising the impact

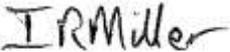
Is there a differential impact on different groups? Is it adverse? Is it directly or indirectly discriminatory? Show justification if applicable

<p>1. Age</p>	<p>Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by age of recipient.</u></p>
<p>2. Disability</p>	<p>Positive/Negative Negative <u>Evidence: Those in receipt of benefits could include a greater proportion of disabled people.</u></p>
<p>3. Gender Reassignment</p>	<p>Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by gender of recipient.</u></p>
<p>4. Marriage and Civil Partnership</p>	<p>Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by marital status of recipient.</u></p>
<p>5. Pregnancy and Maternity</p>	<p>Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by maternal of recipient.</u></p>
<p>6. Race</p>	<p>Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by ethnicity of recipient.</u></p>

7. Religion or belief	Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by religion of recipient.</u>	
8. Sex	Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by sex of recipient.</u>	
9. Sexual orientation	Positive/Negative None <u>Evidence: Ability to afford some payment towards service is unaffected by sexual orientation of recipient.</u>	
Other e.g. Deprivation, health inequalities, urban/rural divide, community safety.	Data from WRS shows no correlation between location of service recipient and geography of the district	
Can any differential impact be justified? (e.g. promoting equality of opportunity)	N	<u>Evidence</u>
Does any adverse impact amount to unlawful discrimination?	N	<u>Evidence</u>
What alternative actions could be taken to mitigate any adverse impact? (add these to the action plan)	In exceptional cases of hardship where treatments even with the reduced subsidy cannot be afforded, residents could approach the Council for support through the Welfare Fund.	
Addressing the issues <i>Measures to alleviate impact; alteration to policy; action plans</i> ACTION PLAN		

Impact	Action required	Lead Officer	Timescale	Comments
Reduce subsidy for those on benefits for the treatment of fleas and bedbugs to 25% of the cost.	Publicise revised approach on website and through social media	Director EP&P	Commencing 1 st Feb 2016.	To be reviewed at October 2016.
Remove subsidy for treatment of wasps.	Publicise revised approach on website and through social media	Director EP&P	Commencing 1 st Feb 2016.	To be reviewed at October 2016.
Action Plan to be reviewed:	October 2016.			

Formal Consultation	
<p>What formal consultation has been undertaken?</p> <p>Use appropriate methods; consult those affected or with legitimate interest; consult widely; ensure consultation is open, inclusive & accessible</p>	None
Making a Decision	
<p>Explain decision & intended effects/benefits;</p> <p>Can the service/policy proceed?</p>	<p>Whilst the provision of a pest control service is discretionary, the Council wishes to continue to provide the service and to maintain a subsidised service for those residents in most need of financial support i.e. those in receipt of benefits. It cannot</p>

	<p>maintain a full subsidy across all pest treatments as that is no longer an affordable option (the service is currently being subsidised). The Council has prioritised rats and mice because of the statutory duty it has in respect of these pests and added to that cockroaches as the three types of pest where an infestation is most likely to spread to neighbouring properties and determined that a full subsidy should ideally remain in place for these. The consequence is that a reduced subsidy has to be introduced for other less invasive pests such as fleas and bedbugs and in the case of wasps no subsidy at all, otherwise the Council would not be able to continue to fully subsidise the more invasive pests. This is the mitigation that the Council considers appropriate in order to maintain any form of subsidised service. The alternative would see the subsidised service withdrawn and would therefore mean that all pests including mice, rats and cockroaches would need to be paid for in full. Some district councils in Worcestershire have taken this decision already – Worcester City and Malvern Hills.</p>	
<p>How will the service/policy / actions be monitored and reviewed? <i>(please give timescale)</i></p>	<p>Half year review in October 2016 to determine whether service and budgets are aligned or whether further policy amendments are required.</p>	
<p>Publication of results</p>		
<p>Accessible & user friendly; add website & intranet; notify consultees</p>	<p>Any further changes will be updates to the policy on the website.</p>	
<p>Signed</p> 	<p>Date 07/01/16</p>	
<p>Signed</p>	<p>Date</p>	
<p>Agreed by Chief Executive</p> 	<p>Date 7/1/16</p>	

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Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Protected characteristics: definitions

Age - where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 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 - The process of transitioning from one gender to another.

Marriage and civil partnership - marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

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 - It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex - a man or a woman.

Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes