

Equality Impact Assessment

Cabinet Report: A Review of Peer Challenge Activity across the Council

Stage 1 Details of the proposal

Name of service Directorate	Core Directorate
Name of officer responsible for EIA Name of senior sponsor	Hannah Tower Shokat Lal
Description / purpose of proposal	Cabinet Report: A Review of Peer Challenge Activity across the Council
Date EIA started	23/12/21
Assessment Review date	

Stage 2 - About the proposal

What is being proposed?	<p>This Cabinet report reviews Peer Review activity at Barnsley Council since the last Corporate Peer Challenge in 2019, and sets out a suggested programme of peer reviews throughout 2022-23 as well as the timing for the next Corporate Peer Challenge. Therefore, at this stage, it is merely a proposed programme for further action.</p> <p>Note that the 2019 Corporate Peer Challenge, briefly summarised in the report, made a number of recommendations relating to protected characteristics. These were:</p> <ol style="list-style-type: none">1. Continue to communicate with staff.6. Work to make the local economy more inclusive.8. Take more steps to engage with parents on
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improving SEND outcomes for children.

Why is the proposal required?

Peer Reviews are an important part of being a Council committed to constant improvement. Furthermore, a Corporate Peer Challenge (CPC) is required by the Local Government Association every 4-5 years, so Barnsley Council needs to begin planning the timeline for its next CPC.

What will this proposal mean for customers?

If the report is approved, the proposal will mean a series of reviews across 4 directorates (Place, Adults & Communities, Children's, and Public Health) and a corporate review (covering Core directorate and broader leadership and management) between now and early 2024. For customers, this will mean improved services and an improved Council, as we commit to taking on critical input from peers.

Stage 3 - Preliminary screening process

Use the Preliminary screening questions (found in the guidance) to decide whether a full EIA is required

- ☐ Yes - EIA required (go to next section)
☒ No – EIA not required (provide rationale below including name of E&I Officer consulted with)

Done in consultation with Zahid Qureshie, EDI advisor for Place.
This Cabinet report is currently just a suggested programme of peer review work in future; each service, strategy and policy that might fall under the reviews will already have undertaken an EIA at point of delivery.

Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics

What generic data do you know?

Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

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Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

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Data: Formal consultation

What information has been gathered from formal consultation?

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Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative ' - '	Positive ' + '	No impact	Don't know	Details
Sex					
Age					
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i>					
Race					
Religion & Belief					

Sexual orientation					
Gender Reassignment					
Marriage / civil partnership					
Pregnancy / maternity					

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services					
Lower socio-economic					
Other ...					

Stage 6 - BMBC Minimum access standards

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at)

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with the minimum access standards. Reasonable adjustments for disabled people.

Not yet live

☐ The proposal will meet the minimum access standards.

☐ The proposal will not meet the minimum access standards. –provide rationale below.

Stage 7 – Action plan

To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date

To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date

To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

Action we will take:	Completion date

Not yet live

Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

**Summary of
equality impact**

Summary of next steps

Signature (officer responsible for EIA) Date



Hannah Tower, 23/12/21

**** EIA now complete ****

Stage 9 – Assessment Review

(This is the post implementation review of the EIA based on date in Stage 1 if applicable)

What information did you obtain and what does that tell us about equality of outcomes for different groups?