

Annex A: Equality Statement

Policy and Service Analysis Template for considering Equalities for section 149 of the Equality Act 2010 or the public sector equality duty

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| 1. Name of Organisation |
| EBBSFLEET DEVELOPMENT CORPORATION |
| 2. Please list all the decisions / policy streams in your business area. |
| <ul style="list-style-type: none">• <i>Details of decision / policy aims, and</i>• <i>What outcomes it will achieve</i> |
| 3. Identify any decisions / policy streams aimed at or impacting upon a Protected Group. |
| <p><i>The protected groups are:</i></p> <ul style="list-style-type: none">• <i>Age (employment;</i>• <i>Disability;</i>• <i>Gender Reassignment;</i>• <i>Pregnancy and Maternity;</i>• <i>Race; Religion or belief; Sex; and</i>• <i>Sexual Orientation</i> |
| 4. Who has responsibility for making these decisions / developing these policies? |
| <p><i>Please name the person/s in the EDC responsible.</i></p> <p><i>If the EDC does not hold responsibility please provide full details of organisations that do including any relevant stakeholders and agencies.</i></p> |
| 5. Are there any EU or other statutory regulations that need to be adhered to regarding equalities? |
| <p><i>Provide details of which regulation relates to each policy or programme.</i></p> |
| 6. The following summary will be analysed and used as evidence which you considered in demonstrating due regard to the Public Sector Equality Duty and section 149 of the Equality Act 2010. Have you used information from any of the following sources when developing policies? |
| <p><i>This can be (but not limited to):</i></p> <ul style="list-style-type: none">• <i>Links to new/existing reports</i>• <i>Extracts from consultation responses and any follow up with respondents</i>• <i>Any data captured/published.</i>• <i>Reference to research – new or existing</i>• <i>Minutes of meetings/Notes from stakeholder workshops where equality</i> |

considerations were addressed/discussed

7. Have you discovered any of the following and as a consequence taken actions on identified equality issues?

- *Known difference in needs for those with a protected characteristic, and*
- *Evidence of an adverse equality impact on those with a protected characteristic.*
- *List any actions taken to mitigate against adverse equality impact on those with a protected characteristic*

8. When your decisions / policies are finally implemented which groups are most likely to benefit?

Answers here do not need to be limited to the protected characteristics.

9. In considering the above information have any gaps in data or equalities information been identified?

Include your analysis of the organisation's role in addressing these gaps. Does the department have a direct role? Or do we need to work with others to close these gaps? If so, please identify who we need to work with.

10. Overall, can you make an assessment of the potential of this decision; policy; programme/service to have a substantial equalities impact on discrimination, fostering good relations or advancing equality of opportunity? Please try to limit your answer here to less than an A4 page.

This analysis was undertaken by

Advice sought from

Name/Title

Directorate

Lead contact

Date

Senior Director Sign off

I have read the available evidence and I am satisfied that this demonstrates compliance, where relevant, with Section 149 of the Equality Act and that due regard has been made to the need to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations.

Please keep a record of this analysis for audit purposes