

# Equality Impact Assessment (EIA)

## Stage 1 - Screening

The aim of this stage is to determine whether the policy is a low, medium or high priority and whether there is a need to complete a Stage 2 Full Impact Assessment.

### Your Details

<b>Team or Service Area</b>	Business Services
<b>Name of Service Area</b>	Governance
<b>Lead Officer</b>	Alison Foy
<b>Others Involved</b>	Charlie Martin, Fiona Graham, Cam Kinsella
<b>Date of Assessment</b>	7 September 2011

Outline the aims of the service area that you are assessing.

The aim of the governance service is to ensure that GGHT as a business is compliant with the social housing regulator, the Charity Commission requirements and the legal obligations of a company. The Board have ultimate responsibility for setting the strategic direction and leading the company. They need to be assured that there are mechanisms in place that ensure that legislation, guidelines, policies and procedures are being followed.



## Please answer the following questions:

1. Is there or could there be a negative or positive impact on staff or customers because of this service area?

Please explain why.

Yes.

Positive impact - in that a diverse range of customers could be represented at the highest level of the organisation and take part in the decision making processes that affect all of GGHT's customers.

Negative impact – as customers are able to join the Board it is essential that there are no barriers to their inclusion.

2. Because of this service area, could there be a group of people treated less favourably or even excluded?

Please explain why.

No – the Board have a legal duty to ensure that governance is inclusive. GGHT will ensure there are controls in place to ensure this is the case.

3. Does or could work in this area provide an opportunity to reduce disadvantage or eliminate discrimination.

Please explain why.

Yes – a representative Board is a Board which is aware of the issues GGHT customers face. Training the Board to keep this in mind when making decisions will reduce disadvantage for our customers.

4. Could '1diverse groups' or the '2Working Together Group' be involved in the planning or decision making of this service?

Yes; Both diverse groups and the WTG have been consulted on Governance policies which affect customers e.g. Board Recruitment and Succession Policy

5. Could this service area encourage good relations between diverse groups or help with community cohesion?

Yes, if the Board ensure that GGHT's services are inclusive it will have a positive impact on the communities in the surrounding area.



1 Diverse Groups means different groups of people grouped together by their age, race, disability, sexual orientation etc.

2 Working Together Group is the GGHT E&D working Group

6. Could this service area help to improve access to GGHT services or improve access to employment for diverse groups?

Yes, the Board set the strategic direction for the organisation and consider national, regional and local issues that may affect the business and the customers. E.g. approving the apprenticeship scheme to encourage/enable people into work

7. Could this Service area lead to the procurement of goods, facilities or services?

Yes.

8. If E&D issues are not addressed in relation to this service area could there be a negative impact on diverse customers or staff, or on the business more generally (e.g. financial, legal, good practice and reputation)?

Yes.

9. Could this \*policy have any impact either positive or negative, on the Closing the Gap agendas ambitions? (ambitions are listed below)

- **Prosperous and vibrant** – where people benefit from being part of a successful and dynamic economy with a vibrant town and district centres
- **Environmentally responsible and attractive** – where people have good housing, accessible transport and enjoy caring for their environment.
- **Safe and strong** – where people are active and supportive in their communities, feel safe and live free from crime and anti-social behaviour.
- **Healthy and Active** – where people can enjoy good health & wellbeing
- **Ambitious and achieving** – where people are inspired and supported to reach their full potential and lead fulfilling lives.

If **yes**, please explain which ambition and the impact

Governance services i.e. the Board and their decision making aspects of the service will have a positive impact on all of the ambitions. The board have committed to working in partnership with organisations such as Warrington Borough Council, Cheshire Police and also the NHS to reduce the negative impact of these ambitions.



## DECISION

Priority	Number of questions answered 'Yes'	Rating
High	6-9	8
Medium	3-5	
Low	0-2	

If **high**, continue immediately to Stage 2 – Full Assessment

If **medium**, consider some consultation with your team before moving onto Stage 2.

If **low**, there is no need to move onto a stage 2. Please now contact the E&D officer to schedule a slot at the EIA Discussion Group.

## ACTIONS from completing the EIA Stage 1

Issues identified	Actions to Take
High Priority	Move onto a stage 2 EIA and then take it to the EIA discussion group for consultation and scrutiny.

### Signed off by:

Fiona Graham – Business Manager Quality & Performance



Cam Kinsella – Equality & Diversity Officer



Date Signed Off:  
31<sup>st</sup> October 2011

