

Equality Impact Assessment Record

Date of EIA December 2009
 Directorate Corporate Services

Initial Screening Record																			
Activity to be assessed	Appointments to Outside Bodies made by the Council and to Council Committees seeking co-opted representatives.																		
What is the activity?	<input type="checkbox"/> Policy/strategy <input checked="" type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change																		
Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing																		
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p>The purpose of the activity is to: make appointments to various Council bodies and outside bodies seeking representatives from the Council.</p> <p>The activity is designed for: the benefit of the Council and outside bodies. Unless a body specifically stipulates that it wants the Council to appoint one of its members to represent it on that body, the Council has the discretion to nominate any person to represent it. In the case of co-optees to Council bodies, unless there is a statutory requirement for a person to hold another position in order to seek such an appointment, the Council may co-opt whoever it wishes.</p>																		
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Democratic Services																		
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.																		
Full EIA Record																			
Who are the members of the EIA team?	Hannah Coman, Kirsty Hunt & Derek Morgan																		
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>Current Council policy is to appoint current members of the Council to outside bodies. The current make up of the Council does not appear to reflect the demography of the area being 100% white and only 13 (31%) being woman compared to a borough population of which 50% are women according to the 2001 Census data. This figure does, however, exactly match the national figure of white female councillors in England which in 2008 was 30.8%. 45% of the population in England in 2008 were white females. The age of the population is not reflected in the members of the Council either. The comparison with the 2001 Census data and current membership is as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Age</th> <th>2001 Census (%)</th> <th>2007 Elected Members (%)</th> </tr> </thead> <tbody> <tr> <td>0-14</td> <td>20.85</td> <td>N/A</td> </tr> <tr> <td>15-24</td> <td>11.95</td> <td>0</td> </tr> <tr> <td>25-44</td> <td>34.64</td> <td>14.29</td> </tr> <tr> <td>45-64</td> <td>21.73</td> <td>38.10</td> </tr> <tr> <td>65+</td> <td>10.82</td> <td>47.62</td> </tr> </tbody> </table> <p>There is no evidence of discrimination. Appointments are made either by the Council or the Leader. They have discretion as to who they choose to appoint to a position, subject to any statutory</p>	Age	2001 Census (%)	2007 Elected Members (%)	0-14	20.85	N/A	15-24	11.95	0	25-44	34.64	14.29	45-64	21.73	38.10	65+	10.82	47.62
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	or other provision that may exist as to who is eligible for a particular appointment.	
With regard to the equalities themes, which groups might be impacted by the activity? Might any of these groups be impacted adversely ?	Groups Impacted	Groups impacted adversely
	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion or belief
What evidence is there to suggest an impact/adverse impact?		<p>There is no actual evidence that any of the groups are being adversely affected by the current appointments as those who do sit on Council committees or who have been appointed to represent the Council are expected to represent all groups in society. There is, however, the potential for an adverse impact.</p> <p>In terms of appointments to Council bodies, the Access Advisory Panel includes representatives from interest group for people with disabilities (and a disabled councillor who uses a wheelchair).</p> <p>There is no obvious discrimination on the grounds of race and ethnicity, age or gender beyond the limitations of those elected and no data on sexual orientation, religion or belief.</p>
On what grounds can impact or adverse impact be justified?	The current composition of the Council limits the scope for appointments from under-represented groups as there is an expectation both from within the Council and the bodies to which the Council makes appointments, that the person(s) appointed will be members of the Council. If people from these groups are not coming forward to be elected or are not elected, when they do so, there is some justification for their apparent under-representation.	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	<p>There is no evidence of discrimination or an adverse impact. Indeed the Council's allowances scheme provides for a Dependants' Carers' Allowance which enables those elected to carry out their duties whilst ensuring that their dependents are looked after in their absence.</p> <p>At the last annual Council meeting, the Council or Leader made appointments to 89 external bodies ranging from other authorities to the Bracknell Forest Partnership and its themed partnerships, community associations, local interest groups and charities. Together, these bodies impact on the whole community. In addition, the Council has appointed community champions to meet with and represent the voluntary sector, older people, tenants and leaseholders, commuters and small businesses. The appointment of these champions was indicative of the desire to engage with and ensure the views of these groups were adequately recognised. The Council may, if it feels appropriate, appoint other champions.</p>	

	<p>The Leader has taken on the role of executive member for community cohesion and equality, demonstrating the Council's commitment to the whole community.</p> <p>Appointment of co-optees to Council committees is statutory in some cases and voluntary in others.</p>
What changes will you make to the activity reduce or remove any differential/adverse impact?	<p>The criteria for making appointments to appeal panels and the Independent Remuneration Panel will be reviewed against best practice elsewhere.</p> <p>Full equalities monitoring of members will be introduced with effect from the local elections in May 2011.</p>
Into which action plan/s will these actions be incorporated?	The Democratic Services' Business Plan.
Who is responsible for the action plan?	Head of Democratic & Registration Services
Have any examples of good practise been identified as part of the EIA?	Yes – the Access Advisory Panel includes representatives of various groups representing people with disabilities.
Has the EIA been published on the Council website?	Yes.
Who is the relevant Chief Officer and have they signed off the EIA?	Alison Sanders Director of Corporate Services
Which PMR will this EIA be reported in?	Corporate Services – Quarter 4, 2009/10.