



# South Cambridgeshire District Council Equality Impact Assessment (EqIA)

## Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
  - Eliminate unlawful discrimination, harassment, and victimisation
  - Advance equality of opportunity between those who share a protected characteristic and those who do not
  - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). Further support and guidance available on Insite or contact the Policy and Performance Team.

# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1 Officer completing EqIA:  
Ben Thackray
- 1.2 Team and Service:  
Comms and Communities - Transformation
- 1.3 Title of proposal:  
PREVENT Plan
- 1.4 EqIA start date:  
09/02/2022
- 1.5 Proposal implementation date:  
Click or tap to enter a date.
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):  
All members of staff.

## Section 2: Proposal to be Assessed

- 2.1 Type of proposal:  
Other - Please specify  
If other, please specify  
Plan
- 2.2 Is the proposal:  
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):  
Click or tap to enter a date.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

The Local Authority is obliged to have an eye to Prevent in all its work – the purpose of the Plan is to ensure Council functions are delivered in such a way as to prevent people being radicalised, or drawn into terrorism at a local level, to support communities and groups, and to raise awareness by providing information, support and guidance.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users
- External Stakeholders
- Employees
- Councillors
- Other

If other, please specify [Click or tap here to enter text.](#)

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

SCDC Staff will be provided with training on Prevent and safeguarding. Individuals, groups and businesses in the community should feel more supported and aware of the risks of radicalisation (both in person and online) and terrorism. As



well as this, as part of the Prevent Plan, new policies will be developed in regards to responsible event booking and venue hire and reference to Prevent will be included in ICT policy. This will aim to ensure that any venue owned or leased by the council follows correct procedures to ensure that the venues and Council ICT are not used for radicalisation purposes. This could impact on service users and employees by making the decision to allow venue hire more complex.

2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?  
(Max 250 words)

This Plan is a record of action by SCDC in fulfilling the LA prevent Duty. The work is being led by equality pledge partners Cambridgeshire County Council, who share the same ethos as South Cambridgeshire District Council when it comes to equality.

### **Section 3: Evidence and Data**

3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups](#)? Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

Online research has been undertaken by the officer completing this form to gauge a better understanding of the 9 protected characteristic groups. (This was taken from Websites such as Equality and Human Right Commission and Citation) This research has lead to a better understanding of these characteristics and how the Prevent Plan could potentially impact upon a number of these. As well as this it has lead to a better understanding of the 2010 Equality Act and differing types of discrimination, such as direct discrimination and indirect. This research was conducted through web-

searches. It should be acknowledged that radicalisation and terrorism are not terms that refer to any one religion or ideology and that all schools of extremist thought and behaviour are included.

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

Work will be done with communities during the delivery phase of the Plan to ensure they can give us feedback on issues arising / concerns they may have about individuals and groups in S Cambs.

## Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: The Plan and its delivery is applicable to all SCDC staff and elected members and all communities, irrespective of protected characteristics.

Age

Details: Click or tap here to enter text.

Disability



Details: All content within the Plan (and web-based information) is fully accessible and is available on request by hard copy.

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

Race

Details: potential to negatively impact individuals due to stereotyping or prejudice with regard to race. This could be mitigated through appropriate training and awareness raising.

Religion and belief

Details: potential to negatively impact individuals due to stereotyping or prejudice with regard to religious groups. This could be mitigated through appropriate training and awareness raising

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other (socio economic, rural isolation, covid)

Details [Click or tap here to enter text.](#)

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

| Action and timescale | Officer |
|----------------------|---------|
|----------------------|---------|

|   |                                  |
|---|----------------------------------|
| Provide relevant training and review to employees, and community groups   | Ongoing – Linda Gallagher        |
| Implement Prevent Plan; this is a cross-Council Plan with actions for a range of teams, including 3CICT, Facilities, Communities. | Ongoing – Cross-Council leads    |
| Click or tap here to enter text.  | Click or tap here to enter text. |
| Click or tap here to enter text.  | Click or tap here to enter text. |

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

Continued review and feedback internally to SCDC. Also, reporting on activity to the Prevent Board, led by Cambridgeshire County Council and including partner organisations and police.

Engagement and feedback from local communities.

## Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the ‘equality implications’ section of any committee reports). (Max. 250 words)

The key findings of this EqIA for the Prevent plan has highlighted that there is potential for negative impact upon the race and religion characteristics due to stereotyping and prejudice. However, these can be mitigated through appropriate training courses and awareness raising. Also, ensuring that all content and information has been accessibility checked, and hard copies are available upon request.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

## Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Ben Thackray

6.2 Date of completion:

13/04/2022

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

3 years

6.4 Approving officer signature \*, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Kathryn Hawkes

6.5 Date of approval:

13/04/2022

Please send the completed document to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk) for publishing on the website.

*\*in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*