

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Chris Davies

Service Director: Christian Hanagan

Service Area: Democratic Services and Communication

Date: 21/7/21

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Improving the Council's recruitment process for the Armed Forces Community.

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The introduction of a Guaranteed Interview Scheme and other recruitment options will strengthen the Council's standing amongst the Armed Forces Community. It should also increase recognition amongst the public about the actions the Council is taking as a signatory of our Armed Forces Covenant.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

In applying a policy which gives preferential treatment to a group wider than those with a protected characteristic, the Council must ensure that it continues to meet its obligations under the Equality Act 2010.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community

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SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	It will provide Opportunities for Veterans of working age to apply for Council jobs. Veterans who meet criteria will be guaranteed an interview. The Council would benefit from a wider selection of candidates who meet the essential criteria and who may have a large number of transferrable skills.	In 2011 there were approximately 50,000 working age veterans in Wales. In 2017, this figure was estimated at 58,000. Therefore, an increase of 8,000 working age veterans over six years There were estimated to be 3548 working age veterans in RCT (2011)

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			Regional_Report_2019_Wales.pdf (covenantfund.org.uk)
Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i>	Positive	The proposal will allow veterans who may have had health impacts from service to be guaranteed an interview if they meet the criteria. Helping them overcome the barriers to employment post service and helping to reduce the potential health and wellbeing impacts of long-term unemployment.	Veterans have a significantly higher level of disability and health problems compared to the general population. Of particular note is the proportion of mental health disorders; In 2015/16, a total of 2,332 Regular Service Personnel were medically discharged from the UK Armed Forces. Working age veterans were nearly twice as likely to report a long term illness than the general population (24% vs 13%) and within unemployed veterans, the numbers reporting a long term health condition rose to 52%. deployment-to-employment.pdf (britishlegion.org.uk)

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		Veterans with disabilities will already be covered by the Disability Confident scheme, so will already get an interview if they meet the essential criteria. The risk of discrimination is low, as disabled Veterans would be offered the same interview rights as other disabled applicants.	Disability Confident Scheme
Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristic
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristic

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristic
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Negative	<p>Veterans are more likely to be white. There is therefore a potential that the policy may conflict with the Council's Diverse recruitment policy, which is an action in the Council's Strategic Equality Plan and HR delivery plan priority</p> <p>However, it could be argued that the risk is not significantly different to that currently posed from a majority White workforce and local population.</p> <p>There could also be a positive impact in that the proposal could help increase the levels of BAME employment from those leaving service, as they have lower rates of</p>	<p>Veterans are estimated to be predominantly white (99%), male (89%) and/or aged 65 and over (60%). Non Veterans 92% White (2017) and 47% male. Annual Population Survey 2017 Strategic Equality Plan HR Delivery Plan</p> <p>In Career Transition Partnership data released by the Ministry of Defence on UK Regular Service personnel employment outcomes; black, Asian and minority ethnic Service leavers had a significantly lower estimated employment rate than white Service leavers (68%</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		employment than white service leavers	vs 87% in 2013/14). Within the BAME community there are likely to be further differences in outcomes and need profiles between cultural backgrounds, however this data is currently unavailable.
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristi
Sex <i>(women and men, girls and boys)</i>	Negative	Veterans are predominatley male, which could lead to indirect discrimination on women as MoD data indicates working age veterans are more likely to be male. In mitigation, qualifying veterans will be added to the shortlist rather than replacing others who may otherwise have been shortlisted. The scheme is not a guarantee of a job and the application of the recruitment and selection policy will ensure that the best candidate for the job is	Veterans are estimated to be predominantly, male (89%) Non Veterans 47% male. In RCT 88% of referrals to the Veterans Advice service were from Males.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>appointed based on objective criteria.</p> <p>RCT also has a significantly higher proportion of female employees, particularly in lower graded jobs. Male Veteran applicants could therefore help address the gender balance.</p> <p>There is also a potential positive impact in that female veterans will get more opportunities to find civilian work.</p> <p>The British Armed Forces have to adapt recruitment strategies so as to eliminate stereotypes and attract more women into the armed forces, including for military duties. Therefore in the future the gender</p>	<p>Nearly 75% of Council staff are female - Press release RCT Council is Celebrating International Women's Day March 2021</p> <p>Female veterans and non-veterans are significantly more likely to be economically inactive, and less likely to be employed, than males. This finding was expected since females within the general UK population are more likely to be economically inactive due to family commitments than males (Annual Population Survey)</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		balance of the armed forces may change.	
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristi

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Positive	Will benefit the Council as an employer through a potential wider selection of candidates who meet the essential criteria and have a large number of transferrable skills. They will also benefit veterans by helping them overcome the barriers to employment post service and helping to reduce the potential health and	There are approximately 140,000 veterans living in Wales as a whole, with a working age population of approx. 58,000 veterans in Wales. There were estimated to be 3548 working age veterans in RCT (2011), 2.3% of the total population.

		wellbeing impacts of long-term unemployment.	
Carers <i>(anyone of any age who provides unpaid care)</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristic

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

All Positive and involves an addition to an existing policy, not a new policy in itself.

Are you happy you have sufficient evidence to justify your decision? Yes ☒ No ☐

Name: Chris Davies

Position: Consultation Manager

Date: 21/7/21

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

<ul style="list-style-type: none">• Single parents and vulnerable families• Pensioners• Looked after children• Homeless people• Students• Single adult households	<ul style="list-style-type: none">• People living in the most deprived areas in Wales• People with low literacy and numeracy• People who have experienced the asylum system• People misusing substances• People of all ages leaving a care setting• People involved in the criminal justice system
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<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Low Income/<u>Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Positive	There is some data to suggest that veterans may suffer financial hardship and by taking the scheme forward it would benefit veterans and armed forces leavers by helping them overcome the barriers to employment post service and helping to reduce the potential health and wellbeing impacts of long-term unemployment	https://covenantfund.org.uk/wp-content/uploads/2020/09/Regional_Report_2019_Wales.pdf - page 4 Maps of financial hardship in Wales 42.2% of Service users self declared mental health and financial stress as key concerns. (Armed Forces Welsh Govt Annual Report (2019)).
Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Neutral	.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i>	Positive	<p>RCT has one of the highest levels of Veterans in receipt of military pension and compensations as a result of injury, ill health and death as a result of service in the UK Armed Forces. The scheme would benefit veterans and armed forces leavers by helping them overcome the barriers to employment post service and helping to reduce the potential health and wellbeing impacts of long-term unemployment.</p> <p>There is also evidence that suggests there is, therefore, considerable concern that veterans</p>	<p>As at 31 March 2019, there were 19,173 military pension and compensations attributable to veterans in Wales. Amongst the Local Authority areas the Vale of Glamorgan stands out with 1,557 (8%), followed by Rhondda Cynon Taf with 1,258 (7%) and Flintshire with 1,249 (7%).</p> <p>https://covenantfund.org.uk/wp-content/uploads/2020/09/Regional_Report_2019_Wales.pdf - page 2</p> <p>In 2015/16, a total of 2,332 Regular Service Personnel were medically discharged from the UK Armed Forces.²¹ The Legion's Household survey further found that working age veterans were nearly twice as likely to report a long term</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		with health conditions, which may or may not be related to their Service, face significant and complex barriers to employment	illness than the general population (24% vs 13%) and within unemployed veterans, the numbers reporting a long term health condition rose to 52%.

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	Neutral		There is no evidence to suggest that the proposal will have an impact on people that share this characteristic
Socio-economic background <i>(social class i.e. parents education, employment and income)</i>	Positive	<p>The scheme would benefit veterans and armed forces leavers by helping them overcome the barriers to employment post service and helping to reduce the potential health and wellbeing impacts of long-term unemployment.</p> <p>The majority of working age veterans go on to have diverse and successful careers after leaving service. However this is not the case for all UK Service leavers. Research undertaken by the British Legion shows that working age veterans in the UK are nearly twice as likely to be unemployed as their civilian contemporaries despite an ever growing marketplace of employment support and opportunities</p>	<p>Working age veterans (4%) were significantly less likely than working age non-veterans (21%) to visit a job centre when looking for work</p> <p>The Royal British Legion's Household Survey of the exService community estimated that there are approximately 120,000 veterans unemployed in the UK.</p>

		<p>As a result of their service, Veterans are less likely to have experience of the recruitment market. They may find it difficult to translate their skills and experience into marketable recruitment qualities. Experience of attending interviews as a result of the Scheme will enhance their application and interview techniques</p> <p>The proposal to link to the Career Transition Partnership (CTP) will help veterans find employment.</p>	<p>It is estimated that 86% of service leavers who used the CTP in 2018/19 were employed within six months of leaving the Armed Forces, with a further 8% either in full-time education, training or not actively looking for work</p>
<p>Socio-economic disadvantage</p> <p><i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	Positive	<p>One identified issue is low literacy and numeracy skills that may create a barrier to employment post service.</p> <p>The combination of lower formal educational qualifications and vocational training that does not systematically extend relevant accreditation beyond the military is likely to contribute to veterans failing to find fulfilling vocations where they can utilise their knowledge and skills</p> <p>Civilians applying for jobs can be seen as having an advantage and the proposals can help to balance this up.</p>	<p>The Department for Education commissioned 2011 Wolf Report on Vocational Education places significant emphasis on the need for “English and Maths GCSE (at grades A*-C) , they are fundamental to young people’s employment and education prospects.” Those in Service are able to study to obtain GCSE and A-Level qualifications, or their equivalents. Indeed, resources are put into encouraging learning to take place. Yet how many do so is unclear and the commitments of</p>

			<p>Service life can make this difficult to undertake in practice. Unlike their civilian counterparts, Armed Forces trainees are exempt from having to complete 280 guided learning hours towards accredited qualifications, the minimum standard that now defines the statutory “duty to participate” in education up to the age of 18. This gives civilians a distinct advantage in the civilian jobs market over those leaving the Armed Forces</p>
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SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

Veterans are more likely to be white. There is therefore a potential that the policy may conflict with the Council's Diverse recruitment policy, which is an action in the Council's Strategic Equality Plan and HR delivery plan priority. However, it could be argued that the risk is not significantly different to that currently posed from a majority White workforce and local population. There could also be a positive impact in that the proposal could help increase the levels of BAME employment from those leaving service, as they have lower rates of employment than white service leavers.

Veterans are predominately male, which could lead to indirect discrimination against women applying for positions. In mitigation, qualifying veterans will be added to the shortlist rather than replacing others who may otherwise have been shortlisted. The scheme is not a guarantee of a job and the application of the recruitment and selection policy will ensure that the best candidate for the job is appointed based on objective criteria.

RCT also has a significantly higher proportion of female employees, particularly in lower graded jobs. Male Veteran applicants could therefore help address the gender balance.

There is also a potential positive impact in that female veterans will get more opportunities to find civilian work.

The Scheme will apply criteria that will create a longer shortlist of candidates than might otherwise arise. No candidate will be displaced from a shortlist by the application of the Scheme. The Scheme is not a guaranteed job for veterans; selection procedures will still ensure the best candidate for the job is appointed based on objective criteria

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

N/A

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

All Data sources are mentioned in the main template above

4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes ☒

No ☐

SECTION 5 – MONITORING AND REVIEW

5a) Please outline below how the implementation of the proposal will be monitored:

The Scheme will be reviewed annually, to allow for an appropriate level of recruitment and equalities data to be collected via recruitment processes.

Monitor uptake and impact of the scheme.

5b) When is the evaluation of the proposal due to be reviewed?

1 year after introduction

5c) Who is responsible for the monitoring and review of the proposal?

Human Resources

5d) How will the results of the monitoring be used to develop future proposals?

n/a

SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to Councilbusiness@rctcbc.gov.uk for a Review Panel to be organised to discuss your proposal. The EqlA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

SECTION 7 – AUTHORISATIONS

Lead Officer:

Name:

Position:

Date:

I recommend that the proposal:

- Is implemented with no amendments ☐
- Is implemented taking into account the mitigating actions outlined ☐
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage ☐

Head of Service/Director Approval:

Name:

Position:

Date:

Please submit this impact assessment with any SLT/Cabinet Reports.