

Equality Impact Assessment - head of service review

Reference: EQIA352564890

Submitted: 28 July 2021 13:56 PM

Executive summary

Title of policy or decision: Approval to procure insurance policies

Describe the main aims, objectives and purpose of the policy (or decision): To approve to go out to tender for Employers Liability, Public Liability, Professional Indemnity and Officials Indemnity. The existing policies expire on 30th March 2022.

What outcome(s) are you hoping to achieve?: Transform the council to achieve more with less

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates: CMA paper

Please upload any documents which relate to this EqlA, for example decision documents: CMA paper

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Communities will not be affected. The policies are purchased so that ECC can have insurance in place against claims made against the authority by members of the public and/or employees.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqIA completed: 28/07/2021

Name of person completing the EqIA: Karen Gooch

Email address of person completing the EqIA: Karen.Gooch@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Legal and Assurance

Your team: Risk and Insurance

Are you submitting this EqIA on behalf of another function, service area or team?: No

Email address of Head of Service: paula.clowes@essex.gov.uk