

Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

This assessment may be published on the Authority's website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.

Proposal details

1. Name of the policy or process being assessed	Acceptable Use of Authority Owned Land Policy	
2. Version of this EIA (e.g. a new EIA = 1)	2	
3. Date EIA created	17/01/2023	
	Name	Service or organisation
4. Principal author of this EIA	Pamela McGorie	Strategic Property/Capita
5. Others involved in writing this EIA <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Niall Cathie	Strategic Property Manager

6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?

North Tyneside Council propose to implement a policy that lists non-permitted activities on land owned or controlled by North Tyneside Council.

North Tyneside Council is committed to reducing issues associated with certain activities that have been taking place on land owned or under the control of the Authority. This is with the intention of making North Tyneside a more enjoyable place to live work and visit for our residents and visitors to the Borough.

Our North Tyneside Plan 2021-2025 outlines a vision for creating a better North Tyneside with building a 'secure' North Tyneside a key theme. This policy sits within that theme and reflects North Tyneside Council's commitment to tackling problematic issues that can be associated with the activities outlined in the policy.

7. Does this proposal contribute to the achievement of the Authority's public sector equality duty? Will your proposal:

Write your answers in the table

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	N/A	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	Actions were taken to ensure people with a range of protected characteristics had an equal opportunity to take part in the consultation.
Foster good relations between people who share a protected characteristic and those who do not	N/A	

Evidence Gathering and Engagement

8. What evidence has been used for this assessment?

Resident complaints data, issues raised by Council services, such as Events Team, Environment and Elected Members.

St Mary's Wildlife Conservation Society contacted the council highlighting issues with drones and mentioned the lack of a policy for North Tyneside.

A review of the approaches taken by other local authorities which found that they have similar policies in place.

9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	√
No	

9.b Engagement activity undertaken	With	When
<i>Consultation</i>	Northumbria Police	Feb 2022
<i>Public Consultation</i>	General Public	Sept 2022

9. Is there any information you don't have?

	√	Please explain why this information is not currently available
Yes - please list in section A of the action plan at Q13		
No	√	

Analysis by protected characteristic

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics	No		<p><u>Consultation</u></p> <p>Electronic questionnaire was used which was accessible via the Have your Say pages on the website and that was promoted by our social media pages.</p> <p>Some members of the public may not be able to access the internet and/or social media. So we ensured paper copies of the documents were available in our customer first centres and provided a telephone number so people were able to make representations by phone call. The consultation was also promoted within community consultation corners within our Customer First Centres with leaflets, posters and copies of the consultation materials.</p> <p><u>Implementation</u></p> <p>The implementation of the policy will protect and reduce risk to the general public, wildlife and the environment – this will include reducing risks to people with protected characteristics.</p> <p>The changed will be advertised on notice boards at beaches and parks etc and advise will be provided as to where additional information can be obtained, who can people contact for enquiries and how to apply for permission.</p>

			<p>Various ways to contact the Authority will be promoted, these will include an email address and telephone number.</p> <p>The policy will be reviewed 1st April 2024 to enable us to learn from public feedback which will be monitored following implementation</p>
Sex – male or female	No		N/A
Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		N/A
Age – people of different ages, including young and old	Yes	Positive	<p>An electronic questionnaire was used which was accessible via the Have your Say pages on the council website and was promoted by our social media pages.</p> <p>Older members of the public may not have access to internet and/or social media. We ensured paper copies of the documents were available in our customer first centres and provided a telephone number so people were able to make representations by phone call.</p>
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	<p><u>Consultation</u></p> <p>We included an access statement in our consultation materials so that people knew that they could request them in another format or ask to take part in another way.</p>

			<p>An electronic questionnaire was used and was accessible via the Have your Say pages on the website and was promoted by our social media pages.</p> <p>Some members of the public may not be able to access the internet and/or social media. We ensured paper copies of the documents were available in our customer first centres and we provided a telephone number so people were able to make representations by phone call.</p> <p>Implementation The implementation of this policy could help to reduce risks for people with disabilities, particularly those with visual impairments or learning disabilities, created by the unauthorised use of fires, drones and motor bikes etc.</p>
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	No		
Race – includes a person's nationality, colour, language, culture and geographic origin	Yes	Positive	An access statement was included in the consultation materials so that people could request information in another language
Religion or belief – includes those with no religion or belief	No		
Sexual orientation – includes gay, lesbian, bisexual and straight people	No		

Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
Intersectionality - will have an impact due to a combination of two or more of these characteristics	No		

If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 'Outcome of EIA'.

12.a Can any of the negative impacts identified in Q11 not be removed or reduced?

Yes - please list them in the table below and explain why	
No	

12.b Potential negative impact	What alternative options, if any, were considered?	Explanation of why the impact cannot be removed or reduced or the alternative option pursued.

Action Planning (you do not need to complete the grey cells within the plan)

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them (please explain below)			
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)			
The use of an Access statement, - a variety of engagement approaches and communication channels			
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)			
Implementation of the policy		Pamela McGorie	Feb 2023
Monitoring feedback following implementation		Pamela McGorie	Ongoing
The range of communication channels and methods used to raise awareness of the new policy		Pamela McGorie Duncan Bennett	Feb 2023
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)			
Monitoring positive feedback		Pamela McGorie	from Feb 2023 onwards
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)			
6 month review with the working group which consists of various service leads within the Authority		Pamela McGorie	July 2023

Commented [AF(S1)]: Will the police also be involved?

Commented [NC2R1]: The police haven't been part of the working group to date but were asked for their view on the policy and were in support of it. This is mentioned in the delegated report

Section F: Review of EIA to be completed		Pamela McGorie	July 2023

14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.	/	The proposal will protect the general public, land and environment as well as council owned buildings. The policy may be adapted subject to monitoring of feedback following implementation.
Continue but with amendments		
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

Quality assurance and approval

Questions 15-18 are only for completion by the Corporate Equality Group Member for your service

15. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
16. If disagree, please explain:				
17. Name of Corporate Equality Group Member:	Julie Lawson			
18. Date:	19.01.23			

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

Questions 19-22 are only for completion by the Head of Service

19. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
20. If disagree, please explain:				
21. Head of Service:				
22. Date:				

Please return the document to the Author and Corporate Equality Group Member.