

Equality Impact Assessment - Draft Constitution

Initial Screening

Part 1: Summary & Articles

Section	Direct impact on people?		Notes
	Yes	No	
Article 1: The Constitution		X	
Article 2: Members of the Council		X	2.3 (j) Role of all members includes 'ensuring the Council identifies a range of equality and diversity issues associated with its services and reasonable adjustments are made to address these'
Article 3: Members of the Public and the Council		X	Should we include something about the provision of information in different formats? And enabling participation where people have particular needs?
Article 4: The Full Council		X	
Article 5: Chairing the Council		X	
Article 6: The Executive		X	
Article 7: Overview and Scrutiny Committees		X	
Article 8: Committees and Board		X	
Article 9: Standards		X	
Article 10: Interim Arrangements/Community Engagement		X	
Article 11: Other Arrangements	✓		Question for DEP – do we need to look in more detail at the ToRs of the Statutory and Non-Statutory Bodies (CSCJB, Corporate Parenting Board, Adoption Agency Panel etc?)
Article 12: Officers		X	
Article 13: Decision making		X	Should we add something in 13.2 about equality and diversity, reflecting 2.3 (j) above?
Article 14: Finance, Contracts and Legal Matters		X	
Article 15: Review and Revision of the Constitution		X	
Article 16: Suspension, Interpretation and Publication of the Constitution		X	

Part 2: Rules of Procedure

Section	Direct impact on people?		Notes
	Yes	No	
Council and Committee Procedure Rules inc. Petition Scheme	✓		4.1 – the time of meetings will need consideration
Access to Information Procedure Rules		✗	6.1 – should we reference the provision of information in alternative formats if required?
Budget and Policy Framework Procedure Rules		✗	Should we reference the Equality Duty in 2.1?
Executive Procedure Rules		✗	
Overview and Scrutiny Procedure Rules		✗	
Officer Employment and Dismissal Procedure Rules		✗	

Part 3: Scheme of Delegation

Section	Direct impact on people?		Notes
	Yes	No	
Functions of the Council		✗	
Delegations to Officers		✗	

Part 4: Financial Procedures

Section	Direct impact on people?		Notes
	Yes	No	
Financial Procedure Rules		✗	AJN View
Contracts Procedure Rules		✗	AJN View

Part 5: Codes & Protocols

Section	Direct impact on people?		Notes
	Yes	No	
Members Code of Conduct		✗	2.2 refers to the Equality Act 2006 – is this correct?
Member Complaint Process		✗	
Officer/Member Protocol		✗	
Code of Conduct for Employees		✗	
Protocol for Councillors and Officers Dealing with planning Matters		✗	

Part 6: Scheme of Member Allowances

Section	Direct impact on people?		Notes
	Yes	No	
Scheme of Member Allowances			

Part 7: Management Structure

Section	Direct impact on people?		Notes
	Yes	No	
Management Structure			