

Appendix

Denbighshire's Armed Services Covenant July 2013

Equality Impact Assessment

Denbighshire's Armed Services Covenant

Contact: David Davies, Community Engagement Manager

Updated: June 2013

1. What type of proposal / decision is being assessed?

A new or revised policy

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. It is intended to complement the Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces, at the local level.

The purpose of this Community Covenant is to encourage support for the Armed Forces Community working and residing in Denbighshire and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes in-Service and ex-Service personnel their families and widow(er)s in Denbighshire.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

The key principle of the Armed Services Coveant is to ensure that members of the armed services, their families and veterans suffer no disadvantage in accessing public services in Wales. Both the Welsh and Central Government have expectations of the public sector in addressing issues affecting the Armed Forces community including:

- social services (mental health, combating stress, bereavement etc),
- education (school catchment areas),
- housing (Homebuy priority status, homelessness, housing advice etc),
- benefits and tax (council tax discount on Forces personnel who have second homes but live in MOD accommodation etc)
- support after service (e.g. Blue Badge scheme entitlement)
- register of electors (encouraging voting by proxy / post)pe here>

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?
(Please refer to section 1 in the toolkit for a description of the protected characteristics)

- remove or minimise disadvantage through ensuring armed services personnel, their families and veterans do not suffer any disadvantage in accessing services.
- encourage increased participation of the armed services community to support integration in the local community.
- foster good relations between those armed service personnel, their families and veterans namely those who share a protected characteristic and those who do not namely the civilian community.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

No the aim of the Covenant is to support a positive impact on the armed services community in Denbighshire.

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

Yes	the draft Covenant has been shared with the armed services, the Royal British Legion and SSAFA charities and a workshop held to explore issues of concern. The draft has been amended to explore and reflect these issues
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	<If yes please complete the table below. If no, please explain here>
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Action(s)	Owner	By when?
Appointment of an Armed Services Champion	David Davies	July 2013
Establishment of a Covenant Working Group	David Davies	September 2013
Review of Covenant	David Davies	July 2014

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	<July 2014>
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Name of Lead Officer for Equality Impact Assessment	Date
David Davies>	June 2013

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
