

## Equality Analysis for a Policy, Project or Report

<p><b>What is the name of your policy, project, or report?</b></p> <p><b>Anti Graffiti Systems Ltd Trading as AGS One – Admissions Agreement to Local Government Pension Scheme</b></p>	<p><b>Month/Year</b></p> <p><b>February 2021</b></p>
<p><b>Name and job title of lead officer: Nat Slade Group Head of Technical Services</b></p>	
<p>Briefly describe the aims of your policy, project, or report.</p> <p>On 13 January 2020 Cabinet resolved to outsource the Pest Control Service giving delegated authority to the Group Head of Technical Services, in consultation with the Cabinet Member for Technical Services and Section 151 Officer to award the contract. This decision was taken on 3 December 2020 to award the contract to Anti Graffiti Systems Ltd trading as AGS One.</p> <p>The contract which will commence on 1 March 2021 involves the TUPE transfer of a member of staff, approval is therefore sought to authorise entering into the required Guarantee in respect of pension liabilities in the event that these are not met by Anti Graffiti Systems Ltd trading as AGS One as the admitted body, and to approve the entering into the Admissions Agreement itself.</p>	

The Equality Act 2010 legally protects people from discrimination, both in the workplace and in wider society. It covers 9 specific groups of people who share 1 or more of these protected characteristics; age; disability; gender; gender reassignment; marriage & civil partnership; pregnancy & maternity; race; religion or belief; and sexual orientation.

As a local authority Arun District Council (and any other organisation that is carrying out a public function on our behalf) is further bound by the Public Sector Equality Duty. This means that we have to consider **all** individuals in their day-to-day work – in shaping policy, in delivering services and in relation to our own employees.

The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and people who do not share it – this means removing or minimising disadvantages suffered by people due to their protected characteristics and encouraging people with protected characteristics to participate in public life or in other activities where their participation is low.

- foster good relations between people who share a protected characteristic and people who do not share it – this involves tackling prejudice and promoting understanding.

Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies – such as in how they act as employers; how they develop, evaluate and review policy; how they design, deliver and evaluate services, and how they commission and procure from others.

The Equality Duty does not impose a legal requirement to conduct an Equality Impact Assessment. Compliance with the Duty involves consciously thinking about the three aims as part of the process of decision-making. Doing this will entail understanding the potential effects of the organisation’s activities on different people. Keeping a simple record of how decisions were reached will help public bodies show how they considered the Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

## **Analysis**

Consider what it is that you are trying to achieve and write a brief equality analysis in the box below. You should mention each of the nine protected groups, plus any others (e.g. families, people on low incomes, people in remote areas, etc) who may be affected. The following questions should help shape your thought process and subsequent decision making.

- Who will benefit most from this? Will anyone be treated more favourably as a result?
- Is there any evidence to suggest that your action or policy could have an adverse impact on some groups of people and specifically those with a protected characteristic? Does it present barriers or problems for any groups or communities?
- Is there any data, research or other evidence available to help or support your decisions?
- Have you considered any existing examples of good practice.
- How do you intend to deal with any adverse impact, or lessen it?
- Who else will you need to be working with to do this e.g. partners, contractors etc and what is their approach? How will this help?

Anti Graffiti Systems Ltd trading as AGS One are required as part of the TUPE process to offer the transferring member of staff equivalent pension provision and in order to do so have opted to become an admitted body of the Local Government Pension Scheme. The aim of the report is to ensure that this is facilitated by the Council acting as a guarantor.

Therefore the report only specifically effects and relates to the existing Senior Pest Control Officer who will be transferring to the new company and will be

impacted by the decision. In view of this none of the nine protected groups will be affected or impacted by this report or decision.