



Equality Impact Assessment (EIA)

This EIA relates to:

Life Chances for Girls Working Group

Details are set out:

Life Chances for Girls Report

Officers undertaking the assessment:

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The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Public Sector Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of the proposal? *Has any initial consultation informed the identification of impacts?*

The aim of the Life Chances for Girls working group was to identify how opportunities for women and girls in Newark and Sherwood are impacted by their location. The working group recognised that girls and young women experience layered disadvantages stemming from concerns around public and online safety, health inequalities, educational barriers, and other systemic challenges. Such issues can be further compounded by entrenched societal norms and structural discrimination.

It is essential that local support, services, and initiatives are not only well-communicated but also purposefully designed and effective. Following this, the working group focused on understanding the initiatives and activities already being delivered and how they can be further supported. (Appendix 3)

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race Including ethnic origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Marriage or civil partnership	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>This working group focuses on opportunities for women and girls. The initiatives and activities outlined within the report and supporting recommendations (appendix 3) aim to improve the educational, health, safety and systemic barriers that women and girls face.</p> <p>This working group positively supports the development of our communities through recommending programmes which aim to challenge harmful behaviour and encourage mutual respect, and breaking down gender stereotypes, and support healthy relationships</p>		<p>These issues have been identified from data gathered by Plan International which has been outlined in the Life Chances for Women and Girls Report.</p>

4 Are there other impacts e.g., socio-economic or environmental?

Appendix 4

What are the potential impacts and who is affected? <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>Within the report, the financial implications of the recommendations have been documented.</p> <p>There is a potential neutral impact regarding accessibility to the online learning recommended in appendix 3. This could include access to electronics and considerations surrounding language barriers in all communications.</p> <p>A potential negative impact through the Domestic Abuse training, due to recognised disabilities such as dyslexia, ADHD, and autism. In addition to consideration for general learning styles.</p> <p>A potential negative impact on members of staff without access to online resources.</p>	<p>This will be mitigated through ongoing work in the Digital Strategy which aims to ensure digital inclusivity.</p> <p>This will be mitigated through considering these potential impacts when developing training packages. Training will be provided in various forms / methods to ensure inclusivity wherever possible.</p> <p>All line managers have online access and are encouraged actively to share information and resources with members of staff who do not have access. Additionally, key messages are always circulated in multiple forms. I.e., through posters and drop-in sessions where suitable.</p>	<p>A consultation on our Digital Strategy was conducted in May and June 2025.</p> <p>Communication on learning and development is regular and includes pre training and post training feedback opportunities. There is also a live staff feedback section on the intranet where staff can submit feedback / suggestions on any topic.</p> <p>All staff are invited to complete an annual staff survey which includes questions around their understanding of their role and expectations; this includes their access to their learning and development opportunities.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

N/A – we will not be consulting as part of this working group.

Appendix 4

It should be noted that the working group is to embed EIAs into all projects and policies, train members to interpret EIAs, and empower all voices in council settings. These are directly about strengthening the EIA process itself and ensuring gendered impacts are scrutinised.

Please retain completed EIAs in your business area.