



Appendix 2

Form to be used for the Full Equalities Impact Assessment

Service Area: Community Services		Section:	Date of Initial assessment:	Key Person responsible for assessment: L Sackey	Date assessment commenced: Oct 2021
Name of Policy to be assessed:			Ant-Racism Charter		
1. In what area are there concerns that the policy could have a differential impact	<i>Race</i>		<i>Disability</i>		<i>Age</i>
	<i>Gender reassignment</i>		<i>Religion or Belief</i>		<i>Sexual Orientation</i>
	<i>Sex</i>		<i>Pregnancy and Maternity</i>		<i>Marriage & Civil Partnership</i>
Other strategic/ equalities considerations	<i>Safeguarding/ Welfare of Children and vulnerable adults</i>		<i>Mental Wellbeing/ Community Resilience</i>		
2. Background: Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.			<p>Equality is about ensuring individuals or groups are not treated differently or less favourably, on the basis of their specific protected characteristic.</p> <p>Diversity aims to recognise, respect and value people's differences and to contribute and realise their full potential by promoting an inclusive culture for all.</p> <p>One of Oxford City Council values is inclusion and respect, hence, engaging proactively with equality, diversity and inclusion issues in society and specifically in Oxford. Following a motion agreed at a Full Council meeting</p>		

443

	<p>in August 2019 highlighted some of these issues, therefore resolved to adopt a motion in relation to on our Making Oxford an Anti-racist City page</p> <p>Further engagement with our communities in relation to the Black Lives Matters Movement also highlighted many issues, including structural racism in our city, society and country. The BLM movement made it clear that we have to commit to having difficult conversations that enable us to become actively anti-racist and not simply against racism.</p> <p><i>To demonstrate leadership for the city, the council worked with communities to develop and launch the Oxford Anti-Racism Charter, which set out what racism is and made commitments to becoming an anti-racist city. We continue our commitment to the Charter and to becoming an anti-racist city. The Charter demonstrates our intent to tackle institutional racism, and we have committed to taking specific actions to be anti-racist. The Charter also exists for other organisations and individuals to sign.</i></p> <p>Our current Equality, Diversity and inclusion Strategy framework highlights the issues motioned above and more - https://www.oxford.gov.uk/info/20356/equality_diversity_and_inclusion_strategy</p> <p>The Anti-Racism Charter development process supported and made commitments to the definitions of Islamophobia, Anti-Semitism and Anti-Black Racism as building blocks for the creation of this Charter. Therefore, although this list is not exhaustive in terms of the many types of racism, we adopt these definitions as part our evolving understanding of racism and the actions we take to tackle it. Recognising that without this Charter and the Equality, Diversity and Inclusion Strategy, our protected groups and individuals in our society will continue to face equality impacts: including, discrimination, socially excluded from our services, etc.</p>
<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>Face to face</p> <ul style="list-style-type: none"> • Community engagement and conversation with minority community leaders • Local councillors • Executive Director – Communities and People • Community Services staff

	<p>Literature review</p> <ul style="list-style-type: none"> • Equalities Act 2010 • on our Making Oxford an Anti-racist City page • Islamophobia (Adopting a definition of Islamophobia page) • Holocaust Remembrance Alliance definition of Anti-Semitism • Support of the Black Lives Matters • EU High Level Group on combating racism, xenophobia and other forms of intolerance report • Equality, Diversity and Inclusion Strategy
<p>4. Consultation</p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	<p>Aside from insights from face to face engagement with the community, including councillors, staff and various literature readings, we organised a number of focus groups and invited community leaders to be involved accordingly. These sessions were attended by different people in our community, including representatives from Black African and Caribbean, South Asian, Jewish, White and other ethnic backgrounds.</p> <p>The aim of the focus groups was to engage with people within the protected characteristics who are more subject to racism in our community to seek their lived experience on the subject and what they think we could all do to tackle all forms racism in Oxford going forward, including agreeing on the definitions and principles.</p> <p>In general those who were involved in the focus group sessions felt that having this Charter is very important, but should not be another document that we only read, but should be imbedded and reflects practice, and monitored to check improvements in our society in relation to racism matters. Also, getting buy in from all sectors in our community and not just from ethnic minorities.</p> <p>Our plan going forward is that we will use the insight/agreed actions in line with the Charter report and EDI strategy, and champion for all sectors in our community to be signatories. We will monitor the impact of services in line with the Charter principles as well as encourage signatories to feedback theirs to check progress to inform further improvements where necessary.</p>

5. Assessment of Impact:

Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults

Race	Disability	Age
Neutral	Neutral	Neutral
Gender reassignment	Religion or Belief	Sexual Orientation
Neutral	Neutral	Neutral
Sex	Pregnancy and Maternity	Marriage & Civil Partnership
Neutral	Neutral	Neutral

We recognise that this Charter cuts across all the protected characteristics, i.e. It is important to bear in mind that some of the definitions in the Charter cuts across all races and ethnicities. Hence, we must be very careful not to just associate certain definitions to just one group of people in our society, i.e. A Black, White or an Asian Muslim person, regardless of their Race, Religion, Gender, Age, Disability or Sexual orientation can all be subject to Islamophobia.

Race and Religion

Oxford has a large proportion of people from black and minority ethnic groups and has a wonderful diversity of cultures, religious belief and social lifestyles. In order to tackle racial discrimination, we will:

- Celebrate that rich diversity and encourage everyone in our society to work to understand, acknowledge and appreciate people of all races, creeds and cultures.
- Our practice will be anti-racist and promote anti-racist practice.
- Trained staff to address the needs of a changing society and that our policies and guidance keeps up with that change.
- Social and political education programmes concerned with anti-racist practice must be promoted within all work in society.

- Services should proactively build positive links with groups from different cultural, racial and/or religious backgrounds.
- At every opportunity, positive images of different ethnicities should be promoted through material such as menus, videos, magazines/books, general décor of buildings, programmes of activities etc.
- All staff across all community sectors should be encouraged to seek out and undertake training on antiracist practice.

Gender

Gender stereotypes can have a significant effect of how we all think, feel and act. Males can be seen as strong and independent and females as vulnerable and needing to be protected. Sport, educational excellence and leadership can all be viewed as male domains and being supportive, talking about emotions can be seen as feminine which has led to a disproportionate amount of males committing suicide. All of Oxford City Council's work must be anti-sexist, and provide everyone with positive perceptions of both men and women. We will ensure to put these measures in place:

- The imagery in buildings, such as posters, films and magazines should provide positive gender messages for all
- Services must consider the needs of both women and men, involving both in decision-making processes.
- Being mindful of the roles in groups and the behaviour patterns that are accepted/encouraged and to understand that many societal 'norms' can work against gender equality and we must therefore actively work to demonstrate equality by our actions.
- Provide opportunities to enable women and men to examine gender issues. For many young women and young men it may be most appropriate to explore their role in society and the way in which their gender affects this within a single sex group. The opportunity to be part of a single sex group may enable personal issues to be discussed at greater depth and may provide a more comfortable environment in which to explore issues.

Age

Oxford City Council many partners across the city delivers services for CYP that cover a wide age range from 0-24, which can cause problems and barriers to participation. CYP also often don't have a say in decisions that affect them. Therefore to mitigate against this we will:

- Continue to ensure that CYP in particular those with protect characteristics have a voice on key decisions that affect that such as recruitment, strategies, provision of services and grant decisions.
- Involve CYP in the planning, delivery and evaluation of services.
- Where appropriate, work with partners to deliver services for a specific age range, for example, it may not be appropriate for 8 years to play football with 21 year olds.

Disability

People with disabilities may face a range of barriers and discrimination in accessing our services, such as: being less involved in local networks that encourage their participation, facing abuse and not being able to access facilities. Therefore making special efforts to enable people with disability to be involved in all aspects of community. Measures we will take include:

- Awareness around 'jokes', which are, in fact, not funny at all and can be very cruel and hurtful
- Including positive images of people with disabilities in our promotional material.
- All staff will be encouraged to undertake any available disability awareness training.
- Staff trained and have access to guidelines in order to challenge, and work to address, these negative attitudes and behaviours.

Sexual orientation

People who identify as lesbian, gay, bi-sexual, transgender or queer can face discrimination on many fronts. LGBTQ are more likely to be subjected to hate crime and bullying, are looked down upon in certain cultures.

Therefore it is vital that ours and partner services are tolerant, accepting and caring and that homophobia is challenged. We will:

	<ul style="list-style-type: none"> • Not make assumptions about the sexual orientation of any person. It is essential to start any relationship with anyone from an understanding that they may not be heterosexual and may be struggling to work out their sexual identity. • Promotional material should use non-heterosexual images portraying other types of relationships • Services should not refer only to boyfriend/girlfriend relationships. • Our facilities and activities should provide information, access to helplines to support people being discriminated against because of their sexual orientation. • Homophobic bullying will be challenged immediately and dealt with according to the Councils anti-bullying guidelines. • Ensuring managers play a key role in supporting good practice and developing appropriate strategies with the staff team to encourage and support effective practice. <p>Also, other equality strands might include deprived communities, social origin (class) or income.</p>
<p>6. Consideration of Measures:</p>	<p>In the previous section we identified racism/discrimination that people from protected characteristics may face in relation to their differences. We have a range of measures that we and hopefully our partners will</p>

<p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>adopt in order to ensure everyone regardless of background people wouldn't experience racism/discrimination and feel safe in our society:</p> <ul style="list-style-type: none"> • Every 2 years in October we will review this Charter, review the definitions and reaffirm our commitment to be an Anti-Racist city. • We will showcase the talent and achievements of ethnic minorities and people of colour across the city – at awards ceremonies, through arts and cultural events, exhibitions and storytelling conversations. • Work in partnerships with statutory bodies, such as county council, police and the voluntary and charity sector, influencing partners to be signatories and work together to imbed the Charter in all services. • Collect feedback from partners before the Charter review periods to showcase impact and use the information to inform new actions going forward to improve practice.
<p>6a. Monitoring Arrangements:</p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>The measures identified in the equalities impact assessment will be alongside the Charter and equality, diversity and inclusion strategy. In order to progress the actions, we will ensure that relevant teams are aware and its part of everyday practice, therefore at review periods collate evidence from teams and partners to showcase improvements of tackling racism/discrimination.</p>
<p>7. Date reported and signed off by City Executive Board:</p>	
<p>8. Conclusions:</p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>The vision for the Charter is: Collectively committed to being proactive, in making Oxford an anti-racist city.</p> <p>Therefore in line with the vision:</p>

		<ul style="list-style-type: none"> - <i>We're a city, making an active and conscious effort to have difficult and sometimes uncomfortable conversations about what it means in practice to be anti-racist – both as individuals and across our organisations and institutions.</i> - <i>We are a city working together to change our thinking of racism as conscious, intentional and explicit actions to also understanding when it is unconscious, unintentional and indirect actions too.</i> - <i>We recognise that although racism does happen to, and by individuals, it can often be institutional too – racist actions that are embedded in an organisation and the way it behaves towards certain groups and individuals.</i> - <i>Without understanding the root causes of racism and how it affects people we cannot dismantle the institutional structures which give rise to it, that result in inequality and unfair outcomes for people from ethnic minorities and people of colour.</i> <p><i>Therefore, this Charter demonstrates Oxford's commitment to being both anti-racist and lays the foundation to advancing equality of opportunity for all ethnic minorities and people of colour in our city.</i></p> <p>It's important to ensure that we support people with protected characteristics in our society to protect them from racism/discrimination and that we have a positive and proactive approach to reducing inequality, taking in consideration this equalities assessment recommendations to implement going forward and an effective monitoring system.</p>			
9. Are there implications for the Service Plans?	NO	10. Date the Service Plans will be updated		11. Date copy sent to Equalities Lead Officer	
.13. Date reported to Scrutiny and Executive Board:		14. Date reported to City Executive Board:	15 June 2022	12. The date the report on EqIA will be published	

Signed (completing officer) L sackey

Signed (Lead Officer)

Please list the team members and service areas that were involved in this process:

Service Manager

452