



# Brief Equality Impact Assessment

## For a minor operational change / review / simple analysis

What is being assessed?	Revised Employee Code of Conduct	What are the key aims of it?	To refresh the provisions of the Code and align them to new and updated legislation and guidance from the Equality Act 2010, the General Data Protection Regulation (GDPR) 2016, the Data Protection Act 2018 and the Bribery Act 2010.		
Who may be affected by it?	All SBC staff				
Date of full EqIA on service area (planned or completed)	N/A				
Form completed by:	Florence Mutengesa	Start date	1/12/2020	End date	4/6/2021
		Review date	2023		

What data / information are you using to inform your assessment?	Workforce information 2019 (Equality & Diversity information for Stevenage 2019-20)	Have any information gaps been identified along the way? If so, please specify	NA
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Explain the <b>potential positive, negative or unequal impact</b> on the following characteristics and <b>how likely</b> this is:			
Age	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.	Race	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.
Disability	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.	Religion or belief	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.
Gender reassignment	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the	Sex	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the

	protected characteristics.		protected characteristics.
Marriage or civil partnership	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.	Sexual orientation	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.
Pregnancy & maternity	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.	Socio-economic <sup>1</sup>	The Code is a framework that aligns with the provisions of the Equality Act. It will support action with due regard of the protected characteristics.
Other	<p>The Employee Code of Conduct forms part of the Council Constitution and therefore there are limitations on the changes that can be made to the language used. The Code may therefore not be easily understood in some pockets of the workforce.</p> <p>This is mitigated by the use of more straightforward language in the summary Code.</p>		

Where there is a likely <b>positive impact</b> , please explain how it will help to <b>fulfil our legislative duties</b> to:					
Remove discrimination & harassment	The revised Code draws attention to the obligation to avoid discrimination in all its forms. This will assist compliance with the Equality Act 2010.	Promote equal opportunities	In line with the provisions of the Bribery Act 2010, clarity is provided on the protocols for receiving gifts. This is intended to protect the workforce from outside pressure	Encourage good relations	With a new emphasis on safeguarding, the revised Code promotes the protection of the vulnerable in the community, as a built in radar in the delivery of

<sup>1</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.



			for preferential treatment as well ensuring a consistent approach towards gifts, across the whole organisation.		Council services. This is intended to support community relations as well as the building of strong relationships in the workforce.
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**What further work / activity is needed as a result of this assessment?**

Action	Responsible officer	How will this be delivered and monitored?	Deadline
If a negative or unequal (high or low) impact has been identified, you should assess this further in a Full EqIA			
NA			

**Approved by Strategic Director: Clare Fletcher**

**Date: 22/06/2021**

Please send this EqIA to [equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk)