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|  | <h1 style="text-align: center;">Equality Impact Analysis</h1> <p style="text-align: center;">For further guidance click here http://intranet/managers/equalitydiversity/equality-impact-assessments </p> | |
| <h2 style="text-align: center;">PART 1</h2> | Name of policy/project: Community Covenant | Status <u>New</u> or /Existing: New |
| | Portfolio: Resources | Completed: Fayzeh Mohamed |
| | Service: Customer Services | Date: 6 th October 2011 |
| <p>What are the brief aims, purpose and outcomes of the policy or project?</p> | <p>Approval is sought to implement the Community Covenant in Sheffield. This local Community Covenant complements the national Armed Forces Covenant and is a statement of mutual support between the civilian and local armed forces community. The covenant encourages local communities to support the service community in the local area.</p> <p>The Community Covenant ensures that services:</p> <ul style="list-style-type: none"> • recognise and remember the sacrifices made by members of the Armed Forces Community • share knowledge, experience and expertise to provide help and advice to members of the Armed Forces Community • encourage the integration of Service life into civilian life | |
| <p>Are there any potential staffing implications for the Council?</p> | <p>No.</p> | |
| <p>Give details of anyone involved in preparing this analysis.</p> | <p>Julie Bullen, Director of Customer Services Fayzeh Mohamed, Customer Services Manager</p> | |
| <p>As a Council under the Equality Act 2010, we have a Duty to pay due regard to</p> <ul style="list-style-type: none"> • Eliminate Discrimination, Harassment and Victimisation • Advance Equality of Opportunity • Foster Good Relations <p>Further information available here - hyperlink- http://www.sheffield.gov.uk/your-city-council/policy-performance/how-we-will-deliver/other-strategies-plans-and-policies/equality-and-diversity</p> | | |

| Areas of possible impact | | Level of impact H,M,L | Explanation & Evidence, (this can be data, reports, feedback or consultations) | Risk Red amber green |
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| √ | Age | High positive impact | People as young as 17.5 years can be sent on active service, so veterans are often much younger than people realise. Nearly a quarter of people seeking help from organisations such as the Royal British Legion are below the age of 44. We know that there have been around 300 new entrants to the Armed Forces from Sheffield in the last 5 years, the majority of which are aged 17-19 years old. | Green |
| √ | Disability | High positive impact | There are 1,300 individuals in Sheffield receiving a pension or compensation following active service from the Military of Defence. | Green |
| √ | Carers | High positive impact | The local Armed Forces Community includes those in active service including reservists, veterans and those who care for, depend on or are close family members of these groups of people. This includes carers. | Green |
| √ | All Sheffield residents | High positive impact | It is estimated that one person in six in the UK is currently serving or is a member of the ex-service community either a veteran of the armed forces or a carer, dependent or close family member of a veteran. Therefore potentially 1/6 of the Sheffield population will benefit from establishing a Community Covenant. | Green |
| Social impact- Implications on financial inclusion, child poverty, social justice or cohesion. | | | <p>The establishment of a Community Covenant in Sheffield aims to ensure that local armed forces communities are not disadvantaged in the services offered in Sheffield. This will also give local people and service providers an opportunity to support Service personnel returning to their communities.</p> <p>By implementing the Community Covenant the people of Sheffield will be able to access</p> | |

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| | | the Community Covenant Grant Scheme. This is a fund of £30million available during this and the next three financial years which provides financial support to projects that strengthen the ties between members of the Armed Forces Community and the community in which they live. | |
| Implications on the Voluntary, Community and Faith Sector. | | A VCFS organisation can also access the grant scheme to assist in meeting the aims of the Covenant | |
| Other. Please specify | | | |
| Expected benefits | | <ul style="list-style-type: none"> • Raise awareness of the needs of the local Armed Forces Community • Recognition and remembrance • Social integration • Help and support by and for the Local Armed Forces Community | |

Overall summary: can be used in EMT, Cabinet Report etc

The Community Covenant places commitments on the Council and its partners, to support service personnel, ensuring they are not disadvantaged by virtue of what they do and using the principal of social justice as its starting point. The aims of the Community Covenant are to:

- encourage local communities to support the Service community in their area;
- nurture understanding and awareness amongst the public of issues affecting the Armed Forces community;
- recognise and remember the sacrifices faced by the Armed Forces Community;
- encourage activities which help to integrate the Armed Forces Community into local life;
- encourage the Armed Forces Community to help and support the wider community, whether through participation in events and joint projects, or other forms of engagement.

The Covenant will be expected to support veterans with commitments to assist them to meet their needs including housing, benefits, health, employment opportunities, etc. Other areas the community covenant would need to cover are support for families, for the wounded and bereaved; and for reservists.

If you have identified differential outcomes or high negative outcomes, you are REQUIRED to proceed to PART 2, a Full Impact Analysis.

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| Date that the Impact Analysis will be reviewed: October 2012 | Impact Assessment Code: |
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| I will not be proceeding to a full Impact Analysis | Signed (Person completing the form): Date: |
| | Signed (Responsible Officer for Portfolio) : Date: |

| Action Plan and impact Analysis | | | |
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| Area of impact | Action and mitigation (Response to impact in analysis) | Lead & Timescale | How monitored, reviewed and outcomes |
| 1 | To proceed with seeking approval for a Community Covenant in Sheffield. | Julie Bullen October 2011 | Cabinet Approval |
| 2 | Establish of an Armed Forces Forum to provide oversight of all the activity within Sheffield relating to the Community Covenant. | Julie Bullen December 2011 | Monitored by Working Group |
| 3 | Ensure appropriate stakeholder representation is considered in the composition of the Armed Forces Forum and in the delivery of the Community Covenant Action Plan. e.g. Sheffield Centre of Inclusive Living, young people, etc. | Julie Bullen December 2011 | Monitored by Working Group |
| 3 | Identify a Lead Officer to work with other agencies to take the Community Covenant forward, agreeing an action plan, arrange and publicise events, and oversee its implementation | Julie Bullen November 2011 | Monitored by Working Group |
| A full Impact Analysis has been completed. | | Signed (Person completing the form: Date: | |
| | | Signed Responsible Officer for Portfolio) : Date: | |