

Equality Impact Assessment Form

Before you start

- If you are not familiar with completing Equality Impact Assessments (EIAs), then please read this best practice guide for more details about how to conduct an EIA:
<https://birminghamcitycouncil.sharepoint.com/sites/EqualityImpactAssessment/Shared%20Documents/General/Documentation/EIA%20Best%20Practice%20Guide%20-%20NEW.docx>
- This **online form** is intended to help you complete an EIA and to record the results. This is important to comply with our legal duties under the Equality Act 2010.
- An EIA needs to be undertaken by someone with a good understanding of the service. There must be proper consideration of the evidence and issues before filling in the form – it must not be completed as a 'tick box' exercise.
- Support and advice is available from the Equalities Team in Strategy, Equality & Partnerships Directorate (EqualitiesCohesionTeam@birmingham.gov.uk). The Insight, Policy and Strategy Team (CityObservatory@birmingham.gov.uk) can assist with access to data and tools such as those on the Birmingham City Observatory (<https://www.cityobservatory.birmingham.gov.uk>).
- It is important you read all sections fully and understand them before proceeding.
- If you do not complete this form in one go, you can return using the same link and continue. This uses browser cookies so be sure to not be working In Private mode or delete your cookies.

What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is a systematic assessment of services, functions, policies and procedures (collectively referred to as proposals). The EIA involves anticipating, recording, acting on and reviewing the consequences of proposals on everyone and making sure that, as far as possible, any negative consequences are eliminated or minimised and opportunities for advancing equality are maximised.

An EIA must be completed before proposals are put in place. This is because we are required to understand the equality impact of our decisions before we take them. EIAs must not be completed only at the end of a decision-making process as a 'tick box' exercise.

We use a Sharepoint site to record our EIAs

(<https://birminghamcitycouncil.sharepoint.com/sites/EqualityImpactAssessment/Shared%20Documents/General/Equality%20Impact%20Assessment%20Form.xlsx>). This allows us to provide evidence of a robust approach where we have considered the relevant evidence and taken account of the required issues.

To perform a robust EIA you must use evidence. This may include evidence from Council services,

for example about who uses a particular service, and also evidence from the Birmingham City Observatory which provides our 'single source of the truth' about Birmingham and its residents.

The purpose of an EIA is to improve everything that Birmingham City Council does by making sure we do not unfairly discriminate and that, where possible, we advance equality and foster good relations between different groups. When done properly, EIAs ensure equality issues are mainstreamed through everything we do by getting individuals and teams to think carefully about the likely impact of their work on residents, visitors, employees and potential employees and to take action to improve our services, functions, policies and procedures.

An EIA should pre-empt issues: anticipate what the impact of the policy is on different groups of residents and staff so that we can try to mitigate any negatives and maximise positive impacts.

An introduction to the Equality Act 2010



1

Are you familiar with the Equality Act 2010? * 

An introduction to the Equality Act 2010



Yes - Continue

No - End of form

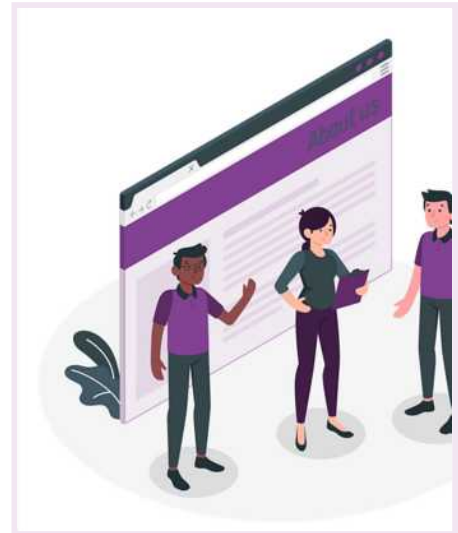
2

What would you like to do next? * 

Take me straight to the EIA form

Tell me why I need to complete an EIA

EIA Form - About your Equality Impact Assessment



Please only complete this section AFTER you have performed your Equalities Impact Assessment. This is used to record your completion.


3

Subject of the EIA * 

This may be the name of your project, service, product or deliverables

Child Vision screening service


4

Brief description of the policy, service or function covered by the EIA * 

Details about your project, service, product or deliverables

The UK National Screening Committee recommends vision screening for children aged


5

Equality Assessment is in support of... * 

Select all those that apply

- New function
- New policy
- New service
- New strategy
- Amended function
- Amended policy
- Amended service
- Amended function
- Amended/refreshed strategy

6

How frequently will you review impact and mitigation measures identified in this EIA? * 

You should review this EIA every time the proposal is adjusted/amended, including impact and mitigation options

- Quarterly
- Six months
- Annually
- Every two years
- No preference
- Not required

7

Due date of the first review * 

Based on the review frequency, please enter the date when your first review is due to take place

07/04/2025



Directorate, Division &
Service Area



Details about your service are or those which will be impacted by this assessment.

8

Which directorate(s) are responsible for this EIA? * 

Select all those that apply

- Adults Social Care
- Birmingham Childrens Trust
- Children and Families
- City Housing
- City Operations
- People Services
- Places, Prosperity and Sustainability
- Strategy, Equalities and Partnerships


9

Division * 

What division is responsible for this?

Public Health

10

Service area 

What service area/team is responsible for this?

Children and young people team

11

Is this EIA related to budget savings or RRR? * 

RRR being Reset, Reshape, Restart

Yes

No

Officers 



Here we will ask you to let us know who **within your team** are your officers responsible for approvals. It is important to note that the Equality Impact Assessment process is entirely governed and quality controlled by you and your team. The equalities team will act as the custodians of the completed assessments only.

Please enter their full email address only. i.e william.adama@birmingham.gov.uk

12

What is the responsible officer's **name**? * 

Enter your answer

13

What is the responsible officer's **email address**? * 

This is the person completing this form. **MUST BE AN EMAIL ADDRESS ONLY!**

Kathy Lee

14

What is the accountable officer's **name**? * 

This **MUST not** be the same as the responsible officer

Enter your answer

15

What is the accountable officer's **email address**? * 

This is the person responsible for making the final decision on the EIA and the policy, plan, procedure etc. This will usually be an Assistant Director or Director. **MUST BE AN EMAIL ADDRESS ONLY!**

Marion Gibbon

Data sources



There is no single method of finding out what we need to know to make sure our services are accessible and appropriate. The usefulness of the data we collect is only as good as the questions we ask, and what we do with the answers we get. You will need to:

- Decide what information or data you need.
- Use your and your colleagues' knowledge.
- Use existing monitoring data.
- Use existing customer feedback information.
- Consider complaints about the service, function, policy or procedure.
- Consider information about take up and who is not able to access the service or benefit from the proposal.
- Research best practice, the internet is one way of doing this.
- Consider the relevance of the national Census, other national statistics, research, economic and workforce data.
- Consider existing consultation and what this tells you.
- Ensure there is information that allows all perspectives to be taken into account.

You will now need to decide whether you need to obtain further information. When deciding how and what further information should be collected, you need to consider:

- What data and information is available?
- What data and information would be useful?
- Who might hold relevant information? (both internally and externally)?
- How can you proactively identify external research and data?
- Is new data/research needed? If so, where will it come from?
- Are you confident about the validity of both the internal and external data?

It is suggested that the following questions should be kept in mind when analysing data:

- What do I need/want to know?
- Who can help me determine what data is required and where to get this from?
- What data is needed to ensure that all perspectives are taken into account?
- What existing quantitative and qualitative data is available internally and externally?

- What additional information is required? Various data collection techniques are likely to be used during an EIA, these may include:
- Knowledge
- Review of complaints made
- Surveys
- Evidence from consultations / community consultation
- Performance data / Inspection / audit / assessment
- Existing research
- Monitoring information

Don't let lack of evidence put you off

It may sound contradictory, but **lack of evidence should not prevent an equality impact assessment from being undertaken** – provisionally. In cases of new policies or management decisions there may be little evidence. In such cases you should make a judgement that is as reliable as possible.

Provisional assessments are sometimes called screening assessments, initial assessments or partial assessments.

Where a provisional assessment has been carried out, there must be plans to gather the required data so that a full assessment can be completed after a reasonable time. The scale of these plans should be proportionate to the issue at hand. When there is enough evidence a full impact assessment should be prepared. In both cases – initial and full assessments – the process around the four key questions remains the same.

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Data sources


What sources of data, evidence and insight have been used to support this assessment. Select all those that apply

- Birmingham City Observatory data and insight
- Consultation results
- Interviews
- Quantitative data (please specify in the box below)
- Relevant reports/strategies
- Relevant research
- Surveys

Oracle

Other

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Data source details 

Please provide details of the data sources such as links where relevant

'Health for ALL Children' (Hall and Elliman,2006), UK national screening committee, Public Health England (OHID) updates.

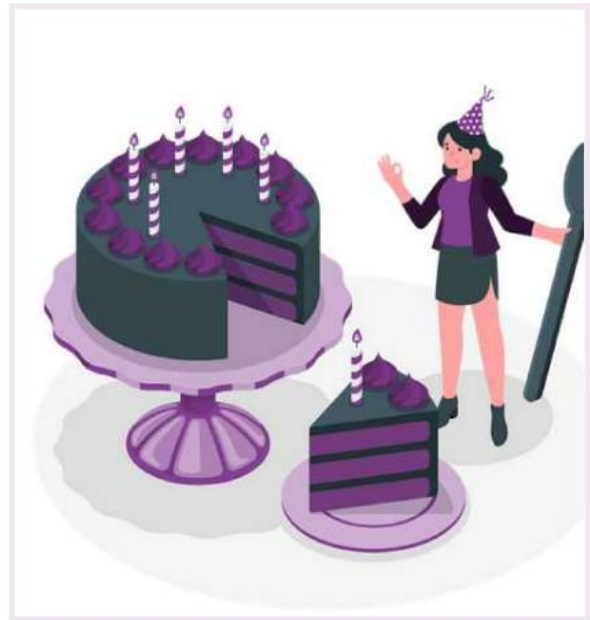
Protected Characteristics



The following pages will prompt you to think about each of the protected characteristics you should consider in your Equality Impact Assessment. These include, but not limited to age, gender and ethnicity.

We will also use the details entered to provide real-time reports which will help shape our services and understand the needs of our citizens.

Protected Characteristic - Age



Things to Consider

Consider any discriminatory employment practices including recruitment, personal development, promotion, entitlements and retention.

Services should be provided, regardless of age, on the basis of clinical need alone.

💡 Key Facts

As of 2021, Birmingham has a population of 1.14 million people, of which;

- 20.9% (239,348) are children aged under 15
- 66.0% (755,082) are adults aged 15 to 64
- 13.1% (150,486) are aged 65 and over

It is of the youngest cities in England with 38% of the population (435,641) is aged 25 and under.

Birmingham has a median age of 34 years. Even though Birmingham is younger than the national median (40 years), the increase in median age (from 32 in Census 2011) suggests an increasingly ageing population.

Wards (count) with the highest number of people aged 25 and under are;

- Bournbrook and Selly Park (15,339)
- Alum Rock (13,454)
- Sparkbrook and Balsall Heath East (12,442)

Find out more

You can find out more about the age makeup in Birmingham by using the following resources:

📍 Census 2021 - City Observatory:

[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoibmV3ZjYwMjgtOGE3Yi00NjE5LWVhZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

[r=eyJrIjoibmV3ZjYwMjgtOGE3Yi00NjE5LWVhZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoibmV3ZjYwMjgtOGE3Yi00NjE5LWVhZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

📍 Birmingham Area and Ward Profiles - City Observatory:

<https://app.powerbi.com/view?>

[r=eyJrJoiZTkxMjVIMjMtODhhNi00NTM5LTgzOGU0OTlkNDEwMTAwY2FmliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrJoiZTkxMjVIMjMtODhhNi00NTM5LTgzOGU0OTlkNDEwMTAwY2FmliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

 **Joint Strategic Needs Assessment of Older Adults - Birmingham City Council:**

<https://app.powerbi.com/view?>

[r=eyJrJoiMzQzM2UxYTltZDk1ZC00ZDdlLTgxMjktN2Q2YWQ0NzE0ODRiliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrJoiMzQzM2UxYTltZDk1ZC00ZDdlLTgxMjktN2Q2YWQ0NzE0ODRiliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

 **Local Area Profiles - Birmingham City Council:**

https://www.birmingham.gov.uk/info/50268/joint_strategic_needs_assessment_jsna/1332/local_area_health_profiles


 **Local Authorities Health Profiles - Public Health England:**

<https://fingertips.phe.org.uk/profile/health-profiles/data#page/1/ati/302/are/E08000025>

 **Child and Maternal Health - Public Health England**

<https://fingertips.phe.org.uk/profile/child-health-profiles/data#page/1/ati/402/are/E08000025>

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Does this proposal impact people due to their age as per the Equality Act 2010? * 

Yes

No

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Please describe how this proposal does not impact people due to their age

* 

Enter your answer

Protected Characteristic - Disability



Definition

You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. 'Substantial' is more than minor or trivial, e.g. it takes much longer than it usually would to complete a daily task like getting dressed and 'long-term' means 12 months or more, e.g. a breathing condition that develops as a result of a lung infection. People with progressive conditions can be classified as disabled and under the legislation some specific conditions are classified as disabled from the day of diagnosis (HIV, cancer or multiple sclerosis).

Things to Consider

Consider reasonable steps that can be taken to accommodate the disabled persons requirements, including:

- Physical access
- Format of information
- Time of interview or consultation event
- Personal assistance
- Interpreter
- Induction loop system
- Independent living equipment
- Content of interview of course etc.

Steps to make reasonable adjustments to service delivery and employment practices to ensure 'accessible to all'.

Key Facts

17.3% of the population (198,064) is disabled under the Equality Act.

26.5% of households (112,069) have at least 1 disabled person under the Equality Act.

8% of households (33,890) have 2 or more disabled people under the Equality Act.

Breakdown by Ward (count) indicates with the highest number of people who are disabled under the Equality Act are Bartley Green (5,115), Weoley and Selly Oak (4,942), Glebe Farm and Tile Cross (4,815), Longbridge and West Heath (4,790).

The wards where people who are disabled under the Equality Act, account for a higher proportion of the population relative to other wards: Castle Vale (25.8%; 2,560), Frankley Great Park (23.5%; 2,978) and Shard End (23.2%; 2,857).

Find out more

You can find out more about the disability makeup and health in Birmingham by using the following resources:

Census 2021 - City Observatory:

[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoieNDE3ZjYwMjgtOGE3Yi00NjEyLWVhZDktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

[r=eyJrIjoieNDE3ZjYwMjgtOGE3Yi00NjEyLWVhZDktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoieNDE3ZjYwMjgtOGE3Yi00NjEyLWVhZDktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

Birmingham Area and Ward Profiles - City Observatory:

[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoieZTktNmJkMTAwY2FmIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

[r=eyJrIjoieZTktNmJkMTAwY2FmIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoieZTktNmJkMTAwY2FmIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

Family Resources Survey - Gov UK:

<https://www.gov.uk/government/statistics/family-resources-survey-financial-year-201819>

Community Health Profiles - Birmingham City Council:

https://www.birmingham.gov.uk/info/50305/community_health_profiles


Local Area Health Profiles - Birmingham City Council:

https://www.birmingham.gov.uk/info/50268/joint_strategic_needs_assessment_jsna/1332/local_area_health_profiles

Learning Disability Profiles - Public Health England

<https://fingertips.phe.org.uk/profile/learning-disabilities/data#page/1>


20

Does this proposal impact those people with a disability as per the Equality Act 2010? * 

Yes

No

21

Please describe how this proposal does not impact people due to their disability * 

Enter your answer

Protected Characteristic - Sex



Definition

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes, hormones and reproductive organs. Sex and gender are related to but different from gender identity. Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.

Things to consider

- Equal access to recruitment, personal development, promotion and retention.
- Childcare arrangements that do not exclude a candidate from employment and the need for flexible working.
- The provision of single sex facilities, toilets, wards etc.
- Equality of opportunity in relation to health care for individuals irrespective of whether they are male, female, single, divorced, separated, living together or married.

Key Facts

There are slightly more females (584,496; 51.1%) than males (560,423; 48.9%) in Birmingham – and this observation can be seen at the national level (England and Wales), as females

account for 30.4 million (51.0%) of the population, whilst males make up 29.2 million (49.0%)

Breakdown by ward indicates the wards with the highest concentrations of females are Alum Rock (14,115), Sparkbrook and Balsall Heath East (13,635), Glebe Farm and Tile Cross (12,753) and Hall Green North (12,610).

The wards with the highest concentrations of males are Alum Rock (13,903), Sparkbrook and Balsall Heath East (13,699), Ladywood (13,224) and Soho and Jewellery Quarter (13,166).

Wards where females account for a higher proportion of the population relative to other wards are Castle Vale (54.1%; 5,379), Bournbrook and Selly Park (53.3%; 11,933) and Shard End (53.2%; 6,561).

The wards where males account for a higher proportion of the population relative to other wards are Birchfield (51.9%; 6,473), Soho and Jewellery Quarter (51.7%; 13,166) and North Edgbaston (51.6%; 11,645).

Find out more

You can find out more about the sex makeup in Birmingham by using the following resources:

Census 2021 - City Observatory:

[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVlZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

[r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVlZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVlZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

Birmingham Area and Ward Profiles - City Observatory:

[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVlZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

[r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVlZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVlZTktNmJkMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJkZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

How Life Has Changed in Birmingham - ONS:

<https://www.ons.gov.uk/visualisations/censusareachanges/E08000025/>

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Does this proposal impact citizens based on their sex as per the Equality Act 2010? *

Yes

No

Please describe how this proposal does not impact people due to their sex *



Enter your answer

Protected Characteristic - Gender Reassignment



Definition

Gender reassignment is the process of transitioning from one gender to another.

Things to Consider

- Equal access to recruitment, personal development, promotion and retention.
- Equality of opportunity in relation to health care for individuals irrespective of whether they are male or female.
- The maintenance of confidentiality about an individual's sexuality. The process of transitioning from one gender to another.
- Equal access to recruitment, personal development, promotion and retention.
- Equality of opportunity in relation to health care for individuals irrespective of whether they are male or female.
- The maintenance of confidentiality about an individual's sexuality.

💡 Key Facts

0.5% of people aged 16 and over (4,168) have a gender identity that is different from the sex registered at birth but they did not give a specific identity.

Trans men make up 0.2% of the 16 and over population (1,405).

Trans women make up 0.1% of the 16 and over population (1,327).

All other gender identities make up 0.1% of the 16 and over population (924).

Find out more

You can find out more about the gender reassignment makeup in Birmingham by using the following resources:

Census 2021 - City Observatory:


[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoiNDE3ZjYwMjgtOGE3Yi00NjEyLWEyZTktNmJjMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

[r=eyJrIjoiNDE3ZjYwMjgtOGE3Yi00NjEyLWEyZTktNmJjMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoiNDE3ZjYwMjgtOGE3Yi00NjEyLWEyZTktNmJjMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9)

Gender reassignment Factsheet - Birmingham City Council:

https://www.birmingham.gov.uk/downloads/file/2616/gender_reassignment_factsheet


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Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010? * 

Yes

No

25

Please describe how this proposal does not impact people due to gender reassignment * 

Enter your answer

Protected Characteristic - Marriage and Civil Partnership



Things to Consider

Equal access to recruitment, personal development, promotion and retention.

Equality of opportunity in relation to health care for individuals irrespective of whether they are single, divorced, separated, living together or married or in a civil partnership.

💡 Key Facts

44.9% of the 16 and over population (399,065) has never been married or has never registered a civil partnership.

40% of the 16 and over population (355,416) is married or in a registered civil partnership.

7.3% of the 16 and over population (64,517) is divorced or has a civil partnership dissolved.

5.3% of the 16 and over population (47,318) is widowed or the surviving civil partnership partner.

2.6% of the 16 and over population (23,307) is separated, but still legally married or still legally in a civil partnership.

Wards (count) with the highest concentration of people who have never been married or have never registered a civil partnership are Bournbrook and Selly Park (16,529), Ladywood (15,234), Soho and Jewellery Quarter (12,031) and North Edgbaston (9,067).

The wards with the highest concentration of people who are married or in a registered civil partnership are Alum Rock (9,679), Hall Green North (9,180), Sparkbrook and Balsall Heath East (9,159) and Sutton Vesey (8,793).

The wards with the highest concentration of people who are divorced or have a civil partnership dissolved are Longbridge (1,774), Bartley Green (1,767) and Erdington (1,656).

The wards with the highest concentration of people who are widowed or the surviving civil partnership partner are Weoley and Selly Oak (1,243), Longbridge and West Heath (1,156) and Erdington (1,097).

The wards with the highest concentration of people who are separated, but still legally

married or still legally in a civil partnership are Soho and Jewellery Quarter (677), Sparkbrook and Balsall Heath East (653) and Alum Rock (646).

Find out more

You can find out more about the gender reassignment makeup in Birmingham by using the following resources:

Census 2021 - City Observatory:


[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoiNDE3ZjYwMjgtOGE3Yi00NjEyLWEyZTktNmJjMTAyMTQ5OTdjliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMml5YmJmMSJ9)

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How Life Has Changed in Birmingham - ONS:

<https://www.ons.gov.uk/visualisations/censusareachanges/E08000025/>


26

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010? * 

Yes

No

27

Please describe how this proposal does not impact people who are married or in a civil partnership * 

Enter your answer

Protected Characteristic - Pregnancy and Maternity



Things to Consider

Equal access to recruitment, personal development, promotion and retention for female employees who are pregnant or on maternity leave.

Equality of opportunity in relation to health care for women irrespective of whether they are pregnant or on maternity leave.

Unlawful to treat a woman unfavourably because she is breast feeding.

💡 Key Facts

In 2021, there were 14,477 live births in Birmingham, a fertility rate of 1.68 and 77 stillbirths/ 5.3 stillbirths per 1000 live births and stillbirths .

Ward level (count) with the most live births were Alum Rock (440), Sparkbrook and Balsall Heath East (407), Glebe Farm and Tile Cross (364) and Aston (376).

Ward level (figures are expressed as a proportion of all usual residents) live births account for a higher proportion of the population relative to other wards were Heartlands (2.0%; 262), Tyseley and Hay Mills (1.7%; 194) and Bordesley and Highgate (1.6%; 245).

Find out more

You can find out more about pregnancy and births in Birmingham by using the following resources:

📍 Public Health Profiles - Public Health England:

<https://fingertips.phe.org.uk/search/births#page/1/gid/1/pat/401/par/E08000025/ati/8/iid/93089/age/179/sex/2/cat/-1/ctp/-1/yr/5/cid/4/tbm/1>

📍 Local Area Health Profiles - Birmingham City Council:

https://www.birmingham.gov.uk/info/50268/joint_strategic_needs_assessment_jsna/1332/local_area_health_profiles

📍 Perinatal Mental Health - Public Health England:

<https://fingertips.phe.org.uk/profile-group/mental-health/profile/perinatal-mental-health/data#page/1/gid/1938132960/ati/154/iid/92266/age/179/sex/2/cat/-1/ctp/-1/yr/1/cid/4/tbm/1>

 **Public Health Community Services - Birmingham City Council:**

[https://app.powerbi.com/view?](https://app.powerbi.com/view?r=eyJrIjoiM2ZmZGNmMjctZmU3OC00MzdjLTgyN2EtZWZmZWM4NTM1NjYwIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJIMmI5YmJmMSJ9)

[r=eyJrIjoiM2ZmZGNmMjctZmU3OC00MzdjLTgyN2EtZWZmZWM4NTM1NjYwIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJIMmI5YmJmMSJ9](https://app.powerbi.com/view?r=eyJrIjoiM2ZmZGNmMjctZmU3OC00MzdjLTgyN2EtZWZmZWM4NTM1NjYwIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJIMmI5YmJmMSJ9)

 **Child and Maternal Health - Public Health England**

<https://fingertips.phe.org.uk/profile/child-health-profiles/data#page/1/ati/402/are/E08000025>


28

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity? * 

Yes

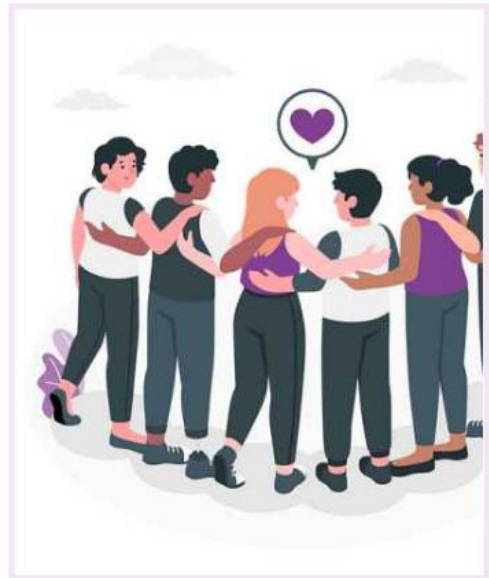
No

29

Please describe how this proposal does not impact people who are covered by the pregnancy and maternity characteristic * 

Enter your answer

Protected Characteristic - Ethnicity and Race



Definition

The social group a person belongs to, and either identifies with or is identified with by others, as a result of a mix of cultural and other factors including language, diet, religion, ancestry and physical features traditionally associates with race.

Things to Consider

- The provision of an interpreter for people whose first language is not English.
- Written communication and the use of language particularly jargon or colloquialisms etc.
- Respect in terms of religion, belief and culture.

Key Facts

48.6% of the city's population is White (556,608), 31% Asian/Asian British (355,384), 11% Black/African/Caribbean/Black British (125,760), 4.8% mixed (55,205), and 4.5% is categorised as 'other ethnic' (51,965).

Ward level (count) with the largest concentration of White people are Longbridge and West Heath (17,877), Bartley Green (16,410), Sutton Vesey (16,026) and Weoley and Selly Oak (15,588).

The wards with the largest concentration of Asian people are Alum Rock (21,065), Sparkbrook and Balsall Heath East (18,052), Aston (17,073) and Sparkhill (16,803).


The wards with the largest concentration of Black people are Newtown (7,468), Soho and Jewellery Quarter (6,005), Nechells (5,877) and Ladywood (5,801).

The wards with the largest concentration of mixed people are Ladywood (1,721), Bartley Green (1,588), Glebe Farm and Tile Cross (1,479) and Harborne (1,470).

The wards with the largest concentration of 'other ethnic group' are Sparkbrook and Balsall Heath East (3,136), Balsall Heath West (2,428) Ladywood (2,168) and North Edgbaston (1,723).

Find out more


You can find out more about the ethnic makeup in Birmingham by using the following resources:

 **Census 2021 - City Observatory:** <https://app.powerbi.com/view?r=eyJrIjoieNDE3ZjYwMjgtOGE3Yi00NjEyLWVhZDktNmJjMTAyMTQ5OTdjliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9>


 **Birmingham Area and Ward Profiles - City Observatory:** <https://app.powerbi.com/view?r=eyJrIjoieZTlxMjVIMjMtODhhNi00NTM5LTgzOGUtOThkNDEwMTAwY2FmliwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9>

 **Community Health Profiles - Birmingham City Council:**
https://www.birmingham.gov.uk/info/50305/community_health_profiles

 **How Life Has Changed in Birmingham - ONS:**
<https://www.ons.gov.uk/visualisations/censusareachanges/E08000025/>

 **Local Area Health Profiles - Birmingham City Council:**
https://www.birmingham.gov.uk/info/50268/joint_strategic_needs_assessment_jsna/1332/local_area_health_profiles


30

Does this proposal impact people due to their race as per the Equality Act 2010? * 

Yes

No

31

Please describe how this proposal does not impact people due to their race *


Enter your answer

Protected Characteristic - Religion or Beliefs



Things to Consider

- Prayer facilities for service users and staff.
- Dietary requirements.
- Gender of staff when caring for patients of opposite sex.
- Respect for requests from staff to have time off for religious festivals and strategies.
- Respect for dress codes (To view the Trust's Dress Code, please visit the Trust's Intranet Website, Policy Library, HR Policies) or click on the following link [Dress_Code_PolicyJan2008.pdf](#)

Key Facts

- 34% of the city's population is Christian (389,406).
- 29.9% of the city's population is Muslim (341,811).
- 24.1% of the city's population has no religion (276,327).
- 2.9% of the city's population is Sikh (33,126).
- 1.9% of the city's population is Hindu (21,997).
- 0.6% of the city's population is 'other religion' (6,367).
- 0.4% of the city's population is Buddhist (4,340).
- 0.1% of the city's population is Jewish (1,687).


Ward level (count) with the largest concentration of people by religion are:

- Christian: Bartley Green (10,703), Erdington (10,532), Longbridge and West Heath (10,443) and Weoley and Selly Oak (10,439).
- Muslim: Alum Rock (23,448), Sparkbrook and Balsall Heath (21,171) Small Heath (18,862) and Aston (17,915).
- No religion: Bournbrook and Selly Park (10,189), Longbridge and West Heath (8,841), Bartley Green (8,520), Ladywood (8,367) and Weoley and Selly Oak (8,179).
- Sikh: Handsworth Wood (5,064), Soho and Jewellery Quarter (2,277), Holyhead (2,135) and North Edgbaston (1,924).
- Hindu: Edgbaston (1,300), Handsworth Wood (1,204), Hall Green North (1,123) and Ladywood (893).
- other religion: Handsworth Wood (447), Holyhead (352) Soho and Jewellery Quarter (345) and Handsworth (308).
- Buddhist: Ladywood (275), Handsworth Wood (174), Soho and Jewellery Quarter (161) and Bourneville and Cotteridge (157).

- Jewish: Bournbrook and Selly Park (377), Edgbaston (262), Moseley (121) and Harborne (94).

Find out more


You can find out more about the religion and beliefs makeup in Birmingham by using the following resources:

 **Census 2021 - City Observatory:** <https://app.powerbi.com/view?r=eyJrIjoiNDE3ZjYwMjgtOGE3Yi00NjEyLWEyZTk0NmJMTAyMTQ5OTdjIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJIMmI5YmJmMSJ9>


 **Birmingham Area and Ward Profiles - City Observatory:** <https://app.powerbi.com/view?r=eyJrIjoiZTkxMjVIMjMtODhhNi00NTM5LTgzOGUtOTkNDEwMTAwY2FmIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJIMmI5YmJmMSJ9>

 **Community Health Profiles - Birmingham City Council:**
https://www.birmingham.gov.uk/info/50305/community_health_profiles

 **How Life Has Changed in Birmingham - ONS:**
<https://www.ons.gov.uk/visualisations/censusareachanges/E08000025/>

 **Local Area Health Profiles - Birmingham City Council:**
https://www.birmingham.gov.uk/info/50268/joint_strategic_needs_assessment_jsna/1332/local_area_health_profiles


32

Does this proposal impact people's religion or beliefs as per the Equality Act 2010? * 

Yes

No

33

Please describe how this proposal does not impact people due to their religion or beliefs * 

Enter your answer

Protected Characteristic - Sexual Orientation



Definition

Sexuality and sexual orientation is about who someone feels physically and emotionally attracted to. This can be romantic or emotional attraction, or both.

Things to Consider

- Recognition and respect of individual's sexuality.
- Recognition of same sex relationships in respect to consent.
- The maintenance of confidentiality about an individual's sexuality.

💡 Key Facts

87.6% of the population aged 16 and over is straight or heterosexual (779,054).

1.3% of the population aged 16 and over is gay or lesbian (11,968).

1.3% of the population aged 16 and over is bisexual (11,258).

0.3% of the population aged 16 and over is pansexual (2,527).

0.1% of the population aged 16 and over is asexual (468).

0.04% of the population aged 16 and over is queer (322).


0.03% of the population aged 16 and over is 'other sexual orientation' (261).

Find out more

You can find out more about the sexual orientation makeup in Birmingham by using the following resources:

📍 **Census 2021 - City Observatory:** <https://app.powerbi.com/view?r=eyJrIjoibDE3ZjYwMjgtOGE3Yi00NjE5LWVhZTktNmJjMTAyMTQ5OTdjlwIiwidCI6IjY5OWFjZTY3LWQyZTQtNGJjZC1iMzAzLWQyYmJlMmI5YmJmMSJ9>


34

Does this proposal impact people's sexual orientation as per the Equality Act 2010? * 

Yes

No

35

Please describe how this proposal does not impact people due to their sexual orientation * 

Enter your answer

Monitoring 



Now you have completed the various sections and thought about the Equality Impact of your proposal we will ask you to think about how you will proceed.

36

How will you ensure any adverse impact and mitigation measures are monitored? *

Quarterly contract management meetings to monitor progress, ensuring standards are being met, identify and agree changes/improvements needed over this period. We also expect an a end of year report.

37

Please enter the email address for the officer responsible for monitoring impact and mitigation *

kathy.lee@birmingham.gov.uk



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