

Full equalities impact assessment

Directorate: Service:

Piece of work being assessed:

Aims of this piece of work:

Name of lead person: Other partners/stakeholders involved:

Date of assessment:

Who is intended to benefit from this piece of work?

Single Equality Scheme strand	Baseline data and research on the population that this piece of work will affect What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available	Is there likely to be a differential impact? Yes or no
Gender	Shout! is currently funded to provide services for gay and bisexual men only. There is a lack of local services working with lesbian and bisexual women as well as trans people	No
Race	The majority of service users are from a white background. This reflects the proportion of ethnic backgrounds in commercial gay venues and is not disproportionate to the overall population. Several studies suggest that lesbian, gay and bisexual (LGB) people from a black or minority ethnic (BME) background find it more difficult to be open about their sexuality to family and friends and are therefore more comfortable seeking support outside of the local area from fear of exposure. The Centre for HIV & Sexual Health established a support group for LGB BME people in 2007 but this had very limited impact. There is scope for promoting Shout! in a more inclusive way and also to improve inclusiveness during sessions	Yes
Disability	The premises are fully accessible and activities are delivered with visual aids to	Yes

	encourage and enable participation. Interpreters are available upon request, though there is limited scope in the budget to provide these on a regular basis. We have previously consulted the Royal Society for the Deaf as part of supporting a hard or hearing service user. They gave useful tips for providing inclusive activities without the use of an interpreter. We have experience of supporting service users with a learning difficulty, though staff have not received training in this area.	
Sexual orientation	Shout! is providing services exclusively for those identifying as gay or bisexual and those who are exploring their sexuality with other men	No
Age	Shout! is open for men of all ages and we have worked with service users ranging from 16 to 70+. The activities are planned in such a way as to enable people of all ages to participate, in terms of types of activities, themes, topics, language, visual aids and so on. We actively promote cross-generational understanding through mixing age groups during group activities.	No
Religion/belief	Shout! is neutral in terms of faith and religions. LGB people often struggle to reconcile their faith with their sexual orientation and may have suffered abuse and rejection as a result. As such we do not accept individuals using religion, or lack of, to oppress others, however we do encourage open discussions and learning from others. We also occasionally run activities around religion and homosexuality	Yes
Human Rights	Will this piece of work impact on anyone's human rights?	No

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead
Race	Low numbers of services users from a BME background	Increased promotion, highlighting that the service is available for men of all backgrounds, e.g. networking with student groups	Equal Opportunities monitoring	Oct 10	Nik Thoren

