

Equalities Analysis in Lambeth

Proposal Title *

LBLA Barristers Framework

Author

Andrew Pavlou

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Alison McKane

Please indicate who will be involved in approving this assessment. This will need to be signed off by the designated Head of Service or Director

Q1a. What is changing?

The existing contract expires at the end of September 2020 and it is proposed to put in new arrangements.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Cabinet Member Key Decision

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this change?

Only in-house lawyers are allowed to use the Barristers and will use the framework to support the legal needs of the

Council (all departments) on a need by need basis.

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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Q2b. How will they be impacted by the change?

No direct impact. There may be use of some different Barristers than used before but there will still be continuity of service to ensure all current cases and new cases are concluded satisfactorily.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

We will wish to maintain the high level of service received to date under the existing framework.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b. How do you plan to address and mitigate any negative impacts of the proposal?

Not anticipated there will be any negative impacts. It is anticipated that legal services will ensure effective monitoring and contract management to ensure services are delivered to a high standard.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

A business case will be drafted for the proposal setting out the business model associated risks and mitigations.

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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No adverse impact, no change required - No potential for discrimination or negative impact identified opportunities to promote equality addressed

Low adverse impact, minor adjustment needed - Adjustments needed to address negative impact all actions detailed within Q3a

Significant adverse impact, further action required - The analysis has identified some potential for negative impact or some missed opportunities to promote equality which it may not be possible to mitigate fully. If you plan to continue with proposals you will need to be satisfied that your officers have shown due regard and taken all necessary steps (as detailed within Q3a) to remove and/or alleviate any negative impacts (e.g. gathering supplementary data, consultation, specific action taken, etc.) to better promote equality and have included these within any implementation and/or service plans. It may be advisable to seek further advice including legal, where significant impact has been found.

Unlawful in/direct discrimination, stop and rethink - Equality analysis shows actual or potential unlawful discrimination. **Do not proceed.**

Comments from Sponsor/Director/Head of Service

I am satisfied that there will be no adverse impact in changing to the new arrangements for the Barristers' Framework

Submit for approval

Submit for approval

Executive Approval

Approved

Attachments

Close

