

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Changes to membership on SACRE
Brief Service Profile (including number of customers)	
The proposal, if agreed, will bring about two new representatives on SACRE to be a voice for people who would consider they are not represented through a religious group currently within the membership groups – but who have other religious alliance or beliefs as set out in the Human Rights Act.	
Summary of Impact and Issues	
Impact is linked to religion or belief	
<p>The South Hampshire Humanist group have requested a full voting place on SACRE for some time. Currently they have a representative in the non-affiliated representative membership space.</p> <p>The DFE and statute set out the legal position that SACREs must follow regarding membership and their responsibilities. This can be determined in a number of ways.</p> <p>During the constitution review analysis of the data provided to schools by parents regarding their child’s religious affiliation – or “No religion” has been undertaken.</p> <p>The data set is not full, and also relies on schools having recorded accurate information in a non-statutory aspect in their information system. However, it indicates a continuing proportion in line with last years review of 40% of the current school population have an aspect of “no religion” filled in. This would therefore support the proposal to widen the groups who may have a full place on SACRE from a current pupil population perspective.</p>	

We have not found any evidence to support that the South Hampshire Humanists group would represent the beliefs of all of those who have indicated “No Religion” so a place for South Hampshire Humanists is proposed in its own right, in addition to the non-affiliated position that can be applied for by people who would consider themselves to be part of a belief system but non-religious is proposed to accommodate.

This will enable a broad range of applicants, who would meet the criteria to be determined, to put forward how they will be able to support the statutory duties of SACRE for a period of an academic year. This will enable a wide group of people to have representation over time to contribute. It will be re-assessed when the most recent census data is available so this is taken into account also for the next review.

A process for application will be continued as per the previous year when this was introduced.. There is clear criteria for who can apply, criteria for those interested to include information against, an application template, and a timeframe for launching and undertaking the process. The timeframe should be relevant to the unique membership place and will run for a calendar year.

Co-opted members have an agreed timeframe of membership set for any period . Other SACRE members have a 4-year period of membership

Unfortunately SACRE has not been consulted in full prior to the proposed changes by the LA. This is due to the postponed meeting in September and rearranged meeting in November due to members non-availability. The LA will take any requested changes into the following years review, when the national census 2021 data will be available.

There may be other groups, who if the South Hampshire Humanists are given a specific member place would then feel not represented. Hence the proposed application for short time-framed positions is retained for 2022-2023.

The committee already acknowledged the need to be legally compliant whilst balancing the changing population position in the constitution review in 2020 and strongly felt that the DFE needed to take a national position on this to support all SACREs and review the statute rather than place individual SACREs in a difficult position. It is reasonable to think this may continue to be the SACRE and LA position.

Impact may be that SACRE may wish to propose something different to that which is proposed by the LA – or that South Hampshire Humanists do not accept the constitution membership amendments proposed. It also means that a further group representing as yet an unknown group could apply to take-up the non-affiliated place.

Potential Positive Impacts	
<p>Strengthen the defensible position of good decision making by SACRE by strengthening the good relations between different people.</p> <p>An additional representative for the indicated large pupil population group, with belief or no religion, who is able to demonstrate they are able to positively contribute to the statutory duties and scope of Southampton SACRE would be of benefit to the diversity of the full membership voting committee members.</p>	
Responsible Service Manager	
Date	
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief	People who have beliefs, but not religious beliefs will be further included in SACRE decision making where voting is required	Solution is as proposed for one additions to group A
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Health & Wellbeing		

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts		

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