

### Equality Impact Assessment : Screening Pro Forma

<b>Section</b>	Human Resources	<b>Officer responsible for the screening/scoping</b>	Head of HR		
<b>Name of Policy to be assessed</b>	Updated Equality and Diversity Policy Statement	<b>Date of Assessment</b>	13/09/2010	<b>Is this a proposed new or existing policy/procedure/practice?</b>	Amended Policy
<b>1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice?</b>	Sets out the council's commitment to Equality and diversity and how the Council will go about ensuring equality of opportunity for the community and the workforce				
<b>2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.</b>	To ensure that the Council acts lawfully and applies its public equality duties under the Equality Act 2010.				
<b>3. Who is intended to benefit from this policy and in what way?</b>	Service users, councillors, employees, partners, voluntary organisations and local businesses in that it makes clear its intentions to meet its own and its commitments to ensuring equality of opportunity and of valuing diversity.				
<b>4. What outcomes are wanted from this policy/procedures/practice?</b>	The avoidance of unlawful/unfair discrimination, advancement of equality of opportunity in the Borough and the promotion of good relations within and between equality groups.				
<b>5. What factors/forces could contribute/detract from the outcomes?</b>	Lack of understanding of the policy on the part of councillors and/or employees. Lack of commitment to ensure the achievement of the outcomes.				
<b>6. Who are the main stakeholders in relation to the policy?</b>	Councillors, Management Team, HR, all other employees and service users	<b>7. Who implements the policy, and who is responsible for the policy?</b>	Executive and Management Team through the Strategic Director for E&D, HR and the Equality and Diversity Action Group. Responsibility for the policy rests with HR		

<b>8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?</b>	≠	<b>N</b>	The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'race/ethnicity' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on race grounds will help the council understand whether this policy is effective.		
<b>9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?</b>	≠	<b>N</b>	The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'gender' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on gender grounds will help the council understand whether this policy is effective.		
<b>10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?</b>	≠	<b>N</b>	The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'disability' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on disability grounds will help the council understand whether this policy is effective.		
<b>11. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?</b>	≠	<b>N</b>	The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'sexual orientation' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on sexual orientation grounds will help the council understand whether this policy is effective.		
<b>12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?</b>	≠	<b>N</b>	The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'age' as an essential element of the policy. It is recognised the legislation currently provides protection on grounds of age in employment matters.

<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on age grounds will help the Council understand whether this policy is effective.	
<b>13. Are there concerns that the policy <u>could</u> have a differential impact due to their religious belief?</b>	≠	<b>N</b> The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'religion/belief' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on religion/belief grounds will help the council understand whether this policy is effective.	
<b>14. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependants/caring responsibilities?</b>	≠	<b>N</b> The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it acknowledges 'carer responsibility' as an element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on carer grounds could help the council understand whether this policy is effective.	
<b>15. Are there concerns that the policy <u>could</u> have a differential impact on grounds of marital status or civil partnership.</b>	≠	<b>N</b> The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'marriage or civil partnership' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on race grounds will help the council understand whether this policy is effective.	
<b>16. Are there concerns that the policy <u>could</u> have a differential impact due a woman's pregnancy or maternity?</b>	≠	<b>N</b> The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'pregnancy/maternity' as an essential element of the policy.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on pregnancy/maternity grounds will help the council understand whether this policy is effective.	

<b>17. Are there concerns that the policy could have a differential impact due to them being Transgender or transsexual?</b>	≠	<b>N</b>	The thrust of the policy is to ensure equality of opportunity for all and the valuing of diversity and it identifies 'trans' as an essential element of the policy. It is recognised the legislation currently provides protection on grounds of 'trans' in employment matters.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on race grounds will help the council understand whether this policy is effective.		
<b>18. Could the differential impact identified in 8-17 amount to there being the potential for adverse impact in this policy/procedure/practice?</b>	≠	<b>N</b>	Not applicable
<b>19. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</b>	Y	<b>N</b>	Not applicable
<b>Business improvement</b> <b>20. Is there any concern that there are unmet needs in relation to any of the above groups?</b>	≠	<b>N</b>	The policy addresses the need to ensure equality of opportunity and this sets the direction for policies/procedures which are to implement the Council's policies. These will be the subject of an equality impact assessment.
<b>21. Does differential impact or unmet need cut across the equality strands (e.g. elder BME groups)?</b>	Y	<b>N</b>	Not applicable

<p><b>22. If yes, should the full EIA be conducted jointly with another service area/contractor/partner/agency?</b></p>	<p>≠</p>	<p><b>N</b></p>	<p>The revised policy will be shared with the Council's partners/contractors.</p>																				
<p><b>23. Is there a missed opportunity to improve this activity in relation to the duty to eliminate unlawful discrimination and advance equality of opportunity on grounds of race, gender, disability, age, sexual orientation, religion/belief equality, trans, marriage/civil partnership and pregnancy/maternity?</b></p>	<p>≠</p>	<p><b>N</b></p>	<p>All of the protected groups are recognised under the policy.</p>																				
<p><b>24. Should the policy proceed to a full equality impact assessment?</b></p>	<p><b>Y</b></p>	<p><b>N</b></p>	<p>0 – no possible relevance or adverse impact  1 – extremely low relevance and adverse impact      0-8 points    low adverse impact, no need for full EIA  2 – relatively low relevance and adverse impact      9-17 points    medium adverse impact, full EIA required  3 – medium relevance and adverse impact            18-24 points    high adverse impact, full EIA required  4 - relatively high relevance and adverse impact</p> <table border="1" data-bbox="784 1061 2054 1161"> <thead> <tr> <th>Age</th> <th>Disability</th> <th>Gender</th> <th>Trans</th> <th>Race</th> <th>Marriage</th> <th>Sexuality</th> <th>Religion</th> <th>Total</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Age	Disability	Gender	Trans	Race	Marriage	Sexuality	Religion	Total	Impact										
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<p><b>25. If No, are there any changes required to the policy to improve it around the equality agenda?</b></p>	<p>≠</p>	<p><b>N</b></p>																					

**Signed**  
**(completing officer)**

**Date** September 2010

**Signed**  
**(Head of Section)**

**Date**

**Countersigned**  
**(member of Equality Action Group)**

**Date** September 2010