

Equality Impact Assessment- Screening

The purpose of an Equality Impact Assessment is to ensure the Council:

- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

| Name of service / policy / project being assessed | Is this a new or existing service / policy / project? | New / Existing |
|--|---|----------------|
| Directorate | | |
| Officers responsible for: a) Service / policy / project b) Completing EIA | | |
| Date | | |
| What is the purpose and expected outcomes? | | |
| Will there be any affect on other council procedures or strategies e.g. Corporate Plan or the <u>council's workforce</u> ? | | |
| Are there any statutory requirements or implications? | | |
| Are there any other organisations / bodies involved? | | |
| Who are the main customer groups / stakeholders affected? | | |
| What information / statistics / evidence are you using? | | |

What impact does the service / policy / project have on the nine protected characteristics as defined by the Equality Act 2010 – for definitions, please see overleaf.

| | |
|---|--|
| 1. Age | Positive/Negative <u>Evidence:</u> |
| 2. Disability | Positive/Negative <u>Evidence:</u> |
| 3. Gender Reassignment | Positive/Negative <u>Evidence:</u> |
| 4. Marriage and Civil Partnership | Positive/Negative <u>Evidence:</u> |
| 5. Pregnancy and Maternity | Positive/Negative <u>Evidence:</u> |
| 6. Race | Positive/Negative <u>Evidence:</u> |
| 7. Religion or belief | Positive/Negative <u>Evidence:</u> |
| 8. Sex | Positive/Negative <u>Evidence:</u> |
| 9. Sexual orientation | Positive/Negative <u>Evidence:</u> |
| Other e.g. Deprivation, health inequalities, urban/rural divide, community safety. | |
| Conclusion | Is a full assessment required? YES/ NO |
| Signed | Date |
| Agreed | Date |
| A full EIA is required if the initial screening has identified the service / policy / project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the council's workforce. | |

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Protected characteristics: definitions

Age - where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability - a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - The process of transitioning from one gender to another.

Marriage and civil partnership - marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race - It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex - a man or a woman.

Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.