


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	Homeworking Practise	Is this a new or existing service/policy/project?	Existing
Directorate	Economic, Prosperity and Place		
Officers responsible for: a) Service/policy/project b) Completing EIA	a) & b) Mike Parker Corporate Director: Economic Prosperity & Place		
Date	19/10//2020		
What is the purpose and expected outcomes/	The purpose of the report is to agree the revised approach to homeworking.		
Will there be any affect on other Council procedures or strategies e.g. Corporate Plan or the council's workforce?	No		
Are there any statutory requirements or implications?	No		
Are there any other organisations/bodies involved?	No		
Who are the main customer groups/stakeholders affected?	Council employees and Members		
What information/statistics/evidence are you using?	Response to the employee and union consultation.		

What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2012 – for definitions, please see overleaf.	
1. Age	the practise should have no impact.
2. Disability	the practise should have no impact.
3. Gender Reassignment	the practise should have no impact.
4. Marriage and Civil Partnership	the practise should have no impact.
5. Pregnancy and Maternity	the practise should have no impact.
6. Race	the practise should have no impact.
7. Religion of belief	the practise should have no impact.
8. Sex	the practise should have no impact.
9. Sexual Orientation	the practise should have no impact.
Other e.g. deprivation, health inequalities, urban/rural divide, community safety	None
Conclusion	Is a full assessment required? NO
Signed	
Agreed M PARKER	Date: 19/10/2020
A full EqIA 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.	

Protected characteristics: definitions

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:

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.