

## Appendix B Equality Impact Assessment (EQIA) Initial Screening Form



Screening determines whether the policy has any relevance for equality, ie is there any impact on one or more of the 9 protected characteristics as defined by the Equality Act 2010. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership\*
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

<b>1.</b> Policy/service/function title	Equality and Diversity Policy
<b>2.</b> Lead officer (responsible for the policy/service/function)	Kate Parnum
<b>3.</b> Is this a new or existing policy/service/function?	New
<b>4.</b> What exactly is proposed? (Describe the policy/service/ function and the changes that are being planned?)	The Equality and Diversity Policy is designed to meet the Council's responsibilities under the Equalities Act 2010 and to continue to embed best practice. This policy is in line with the Council's corporate priorities and underpins their delivery.
<b>5.</b> Why? (Give reasons why these changes are being introduced)	To embed best practice of equality and diversity across the Council through an Equality and Diversity Policy. This will cement activity, provide a framework and offer straightforward guidance to all staff to ensure that the Council's responsibilities are met under the Equality Act 2010. The policy will over arch supporting documents to help facilitate the Councils duties.
<b>6.</b> How will it be implemented? (Describe the decision-making process, timescales, process for implementation)	The Equality and Diversity Policy for comment and debate at Full Council (July 2019) then for Cabinet (August 2019) to decide whether to adopt the Policy.

<p><b>7.</b> Is there potential for differential impact (negative or positive) on any of the protected characteristics?</p>	<p>No – the policy is designed to ensure that the Council’s responsibilities and duties are met in line with the Equality Act 2010 and the Public Sector Equality Duty.</p>
<p><b>8.</b> Is there the possibility of <b>discriminating unlawfully</b>, directly or indirectly, against people from any protected characteristic?</p>	<p>No – the Policy is in line with responsibilities and duties within the Equality Act 2010 and the Public Sector Equality Duty.</p>
<p><b>9.</b> Could there be an effect on <b>relations between certain groups</b>?</p>	<p>No – the Policy is in line with responsibilities and duties within the Equality Act 2010 and the Public Sector Equality Duty.</p>
<p><b>10.</b> Does the policy explicitly involve, or <b>focus on a particular equalities group</b>, i.e. because they have particular needs?</p>	<p>No – The policy considers all protected groups and ensures that the Council responsibilities and duties within the Equality Act 2010 and the Public Sector Equality Duty.</p>
<p>If the answers are ‘no’ to questions 7-10 then there is no need to proceed to a full impact assessment and this form should then be signed off as appropriate.</p> <p>If ‘yes’ then a full impact assessment must be completed.</p>	
<p>Authors signature: Kate Parnum</p> <p>Date of completion: 11<sup>th</sup> February 2019</p>	

Any queries concerning the completion of this form should be addressed to the Equality and Diversity Lead.

\* Public sector duty does not apply to marriage and civil partnership.