

Equality Impact Assessment (EIA) 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

1. Policy/service/function title	Q4 Performance Report 2019/20
2. Lead officer (responsible for the policy/service/function)	Sara Wilcock Lead officer Jeanette Stockings
3. Is this a new or existing policy/service/function?	Existing
4. What exactly is proposed? (Describe the policy/service/ function and the changes that are being planned?)	To provide cabinet with a performance report covering Q4 (Jan – Mar 20)
5. Why? (Give reasons why these changes are being introduced)	To provide assurance that the Councils are meeting their performance objectives.
6. How will it be implemented? (Describe the decision making process, timescales, process for implementation)	Formal Cabinet reporting timeframes

7. Is there potential for differential impact (negative or positive) on any of the protected characteristics?	No
8. Is there the possibility of discriminating unlawfully , directly or indirectly, against people from any protected characteristic?	No
9. Could there be an effect on relations between certain groups ?	No
10. Does the policy explicitly involve, or focus on a particular equalities group , i.e. because they have particular needs?	No
<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 S Wilcock</p> <p>Date of completion 28.05.2020</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.