

APPENDIX C

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	Code of Conduct for Councillors
2. Lead officer (responsible for the policy/service/function)	Emily Yule – Assistant Director for Law & Governance and Monitoring Officer
3. Is this a new or existing policy/service/function?	Update to existing code of conduct
4. What exactly is proposed? (Describe the policy/service/ function and the changes that are being planned?)	Adoption of the new national code of conduct for councillors to replace the current local code
5. Why? (Give reasons why these changes are being introduced)	To comply with the recommendations of the Committee on Standards in Public Life
6. How will it be implemented? (Describe the decision making process, timescales, process for implementation)	Joint Audit and Standards Committee – 24 January 2022 Full Council meetings – 21 & 22 March 2022 New code would be effective from the Annual Council meetings in May 2022

<p>7. Is there potential for differential impact (negative or positive) on any of the protected characteristics?</p>	<p>No</p> <p>The new code should continue to have a positive impact on all of the protected characteristics as it enhances the provision for promoting equality and preventing unlawful discrimination.</p>
<p>8. Is there the possibility of discriminating unlawfully, directly or indirectly, against people from any protected characteristic?</p>	<p>No</p>
<p>9. Could there be an effect on relations between certain groups?</p>	<p>No</p>
<p>10. Does the policy explicitly involve, or focus on a particular equalities group, i.e. because they have particular needs?</p>	<p>No</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 <i>E. Yule</i></p> <p>Date of completion 07/01/2022</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.