

## Appendix 1

### 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	Consideration for change of Governance for Babergh, Mid Suffolk District Councils'
2. Lead officer (responsible for the policy/service/function)	Suki Binjal Interim Head of Law and Governance and Monitoring Officer
3. Is this a new or existing policy/service/function?	New
4. What exactly is proposed? (Describe the policy/service/function and the changes that are being planned?)	The adoption of a 'leader-cabinet' form of governance, in accordance with the provisions of the Localism Act 2011
5. Why? (Give reasons why these changes are being introduced)	It is recommended that adopting the 'leader-cabinet' model will deliver a number of key objectives. In particular it is noted that both councils have adopted the desire through their Joint Strategic Plan. <i>(Further information can be found under the Rationale for change and the development of design principles)</i>
6. How will it be implemented? (Describe the decision making process, timescales, process for implementation)	The Councils are required to consult on any new governance arrangements. The "key features" will be publicised in line with the Councils' usual approach to consultation. Agreement of the following must be in place prior to the formal change of governance arrangements ( May 2017) <ul style="list-style-type: none"> <li>• The resolutions at full Council, for both authorities</li> <li>• The consultation on the key features of the new governance system</li> <li>• The implementation of the new governance system in May 2017</li> </ul>

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

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.

If 'yes' then a full impact assessment must be completed.

Authors signature

Date of completion

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.