

**Template for Impact Assessment Level 1: Initial screening assessment**

<b>Subject of assessment:</b>	Revision of the Equality Policy, Impact Assessment Policy, Equality Monitoring Policy and the Monitoring of Hate Incidents Policy			
<b>Coverage:</b>	Cross-cutting			
<b>This is a decision relating to:</b>	<input type="checkbox"/> Strategy	<input checked="" type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
<b>It is a:</b>	<b>New approach:</b>	<input type="checkbox"/>	<b>Revision of an existing approach:</b>	<input checked="" type="checkbox"/>
<b>It is driven by:</b>	<b>Legislation:</b>	<input checked="" type="checkbox"/>	<b>Local or corporate requirements:</b>	<input checked="" type="checkbox"/>
<b>Description:</b>	<p><b>Key aims, objectives and activities</b> The policy revisions have been undertaken to ensure the Council’s suite of equality related policies reflect the latest case law, best practice and support delivery of the key priorities of the Council as outlined in the Strategic Plan.</p> <p><b>Differences from any previous approach</b> The current policies have been updated to reflect changes in case law and the structure of the organisation.</p> <p><b>Key stakeholders and intended beneficiaries (internal and external as appropriate)</b> All residents and partners.</p> <p><b>Intended outcomes</b> Improved outcomes for all.</p>			
<b>Live date:</b>	March 2024			
<b>Lifespan:</b>	March 2024 – March 2027			
<b>Date of next review:</b>	March 2027			

Screening questions	Response			Evidence
	No	Yes	Uncertain	
<b>Human Rights</b> Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policies positively support human rights, the impact assessment policy contains a section to ensure that report authors consider the impact of proposed decisions on human rights.  Evidence used to inform this assessment includes the content of the Impact Assessment policy and feedback from application of the current policy.
<b>Equality</b> Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law? Could the decision impact differently on other commonly disadvantaged groups?*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Council has a duty to consider the impact of the proposal on relevant protected characteristics to ensure it has due regard to the public sector equality duty. The duty means the Council must have due regard when taking decisions to the need to: <ul style="list-style-type: none"> <li>a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</li> <li>b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li> <li>c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li> </ul> The policies are designed to ensure compliance with this duty.
<b>Community cohesion</b> Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policies will continue to support community cohesion by ensuring the Council's practices and processes are fair and compliant with the PSED and providing an avenue through which residents, visitors and customers can report hate incidents.
<b>Middlesbrough 2025 – The Vision for Middlesbrough</b> Could the decision impact negatively on the achievement of the vision for a Fairer, Safer Stronger Middlesbrough?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposed policy changes align with the 2025 vision for Middlesbrough, they directly impact on all three themes within the vision by ensuring council practices are fair and community cohesion is supported.
<b>Organisational management / Change Programme</b> Could the decision impact negatively on organisational management or the transformation of the Council's services as set out in its Change Programme?*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policies align with the change programme principles and will not have an adverse impact on delivery of the change programme. They will positively support the Change Programme to deliver transformative changes which are fair.

\* Consult the Impact Assessment further guidance appendix for details on the issues covered by each of these broad questions prior to completion.

Screening questions	Response	Evidence
<p><b>Next steps:</b></p> <ul style="list-style-type: none"> <li>➤ If the answer to all of the above screening questions is No then the process is completed.</li> <li>➤ If the answer of any of the questions is Yes or Uncertain, then a Level 2 Full Impact Assessment must be completed.</li> </ul>		

<b>Assessment completed by:</b>	Leanne Hamer	<b>Head of Service:</b>	Ann-Marie Johnstone
<b>Date:</b>	11/01/2024	<b>Date:</b>	11/01/2024