

Template for Impact Assessment Level 1: Initial screening assessment

Subject of assessment:	Corporate Equality and inclusion policies – triennial refresh			
Coverage:	Cross cutting			
This is a decision relating to:	<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 checked="" type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input checked="" type="checkbox"/>	Local or corporate requirements:	<input type="checkbox"/>
Description:	<ul style="list-style-type: none"> ○ Key aims, objectives and activities ○ To ensure that the Council continues to have a policy framework in place to support compliance with the Public Sector Equality Duty contained within the Equality Act 2010. ○ Statutory drivers (set out exact reference) ○ The Equality Act 2010. ○ Differences from any previous approach ○ The policies have been refreshed to reflect organisational changes since November 2017 and to align the equality monitoring wording with the planned 2021 Census. ○ Key stakeholders and intended beneficiaries (internal and external as appropriate) ○ The key stakeholders include customers of council services, staff, trade unions, local partners and national government. ○ Intended outcomes. ○ To ensure the council has policies that support fair, transparent, evidence based decision-making. 			
Live date:	February 2021			
Lifespan:	3 years			
Date of next review:	February 2024.			

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Human Rights Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This policies, in particular the Impact Assessment policy, are designed to ensure that potential impacts on human rights are considered as part of the development of proposed decisions. These policies will have a positive impact on the protection of those absolute and limited rights.</p> <p>Evidence used to inform this assessment includes analysis of the Equality Act requirements and advice published by the Equality and Human Rights Commission.</p>
Equality 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"/>	<p>The Public Sector Equality Duty (PSED) requires that when exercising its functions the Councils must have due regard to the need to:-</p> <ul style="list-style-type: none"> eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. <p>In having due regard to the need to advance equality of opportunity, the Council must consider, as part of a single equality duty:</p> <ul style="list-style-type: none"> removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it; and encouraging people who share a protected characteristic to participate in public life or in any other activity in which participation is low. <p>The proposed policies will ensure consistent consideration of this duty within the Council's decision making processes. Having the policies in place will have a positive impact on all the protected characteristics, ensuring that due regard is given to the areas where decisions could impact differently on groups and individuals because they hold one or more protected characteristics.</p> <p>Evidence used to inform this assessment includes analysis of the Equality Act requirements and advice published by the Equality and Human Rights Commission.</p>
Community cohesion 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"/>	<p>The proposed policies will ensure consistent consideration of community cohesion considerations within the Council's decision making processes. Having the policies in place will have a positive impact on this.</p> <p>Evidence used to inform this assessment includes analysis of the Equality Act requirements and advice published by the Equality and Human Rights Commission.</p>

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

Assessment completed by:	Ann-Marie Johnstone	Head of Service:	Paul Stephens
Date:	8/1/2021	Date:	11/1/2021