

Impact Assessment Level 1 Impact Assessment Policy: Initial screening assessment

Subject of assessment:	Impact Assessment Policy			
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 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 checked="" type="checkbox"/>
Description:	<ul style="list-style-type: none"> • Key aims, objectives and activities The policy revision has been undertaken to take the opportunity to ensure the Council has a systematic approach to assessing the impact of poverty within its decision-making. • Statutory drivers (set out exact reference) The current policy reflects the requirements of legislation to consider the impact of decisions on equality and community cohesion and to consider the impact of certain decisions on Armed forces leavers. The relevant legislation is the Equality Act 2010 and the Armed Forces Covenant Legal Duty • Differences from any previous approach The revised policy includes a proposal to consider impacts on the Council’s aim to reduce poverty. • Key stakeholders and intended beneficiaries (internal and external as appropriate) All residents and partners. • Intended outcomes Improved outcomes for all. 			
Live date:	May 2025			
Lifespan:	May 2025 – May 2028			
Date of next review:	May 2028			

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Human Rights Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy positively supports 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.
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 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"> a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The policies are designed to ensure compliance with this duty.
Community cohesion Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy will continue to support community cohesion by ensuring the Council's practices and processes are fair and compliant with the PSED.
Armed Forces Could the decision impact negatively on those who are currently members of the armed forces of former members in the areas of Council delivered healthcare, compulsory education and housing policies?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy will ensure that due regard is given to the impact of proposed decisions on Armed Forces current and former members, where they have additional protections as a result of the Armed Forces Covenant.
Care leavers Could the decision impact negatively on those who are care experienced?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy will ensure that the impact of proposed decisions on care leavers is considered within the Council's decision-making processes.

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

Assessment completed by:		Head of Service:	Ann-Marie Johnstone
Date:		Date:	13/3/2025