

Full Equality Impact Assessment (EqIA) Proforma

An EqIA is a tool to assess whether a decision, policy, service or function pays 'due regard' to the Public Sector Equality Duty, which requires public bodies to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

The Equality Duty covers the following 9 **protected characteristics**:

Age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, marriage and civil partnership. In addition, this EqIA process includes **transgender, rurality, socio-economic status** and the **armed forces community**.

The EqIA process has two stages:

- **Screening EqIA:** This checks whether a decision, policy, service or function pays due regard to the Equality Duty; to provide any high-level advice or take immediate action; to determine if further analysis is needed through an EqIA.
- **Full EqIA:** Sometimes called Equality Analysis, this looks at a decision, policy, service or function in terms of data and information, research and evidence from consultation/engagement on all nine protected characteristics and rurality and socio-economic status. A full EqIA includes an action plan.

Where an EqIA relates to the Council Member Decision it should be included as an appendix to the report.

Section 1: About the Decision, Policy, Service or Function

Name of Decision/Policy/Service/Function being assessed	
Job Title of Officer completing EIA	
Department/service area	
Telephone number and email contact	
Date of Assessment	
Objectives of decision/policy/service/function	
Key stakeholders and consultees	

Section 2: Information Gathering

Consider the sources of **relevant** information, evidence, data and research that will help you build up a picture of the likely impacts of your decision/policy/service/function on the protected characteristic groups.

Information Source	Location of data/information (give a link here if applicable)	What does the data/information tell us?
<i>Add rows as necessary</i>		

Section 3: Assessment of Impact

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age					
Disability					
Sex					
Gender reassignment					
Marital and civil partnership status					
Pregnancy and maternity					
Race					
Religion and/or belief					
Sexual orientation					
Transgender					
People in rural areas					
Socio-economic status					
Armed Forces Community					

Section 4: Action Planning

What is the negative/ adverse impact or area for further action?	Actions proposed to reduce/ eliminate the negative impact	Who will lead on the action(s)?	Resource implications/ resources required	When? (target completion date)	Monitoring Arrangements
<i>Add rows as necessary</i>					

Section 5. Outcome of Equality Impact Assessment (tick appropriate box)

No major change needed - the analysis shows the policy is robust and evidence shows no potential for discrimination

Adjust the policy/service/function - alternatives have been considered and steps taken to remove barriers or to better advance equality. Complete the action plan.

Adverse impact(s) identified but continue - this will need a justification or reason. Complete the action plan.

Section 6. Review

Date of the next review of the Equality Impact Assessment	
Who will carry out this review?	

Glossary: Definitions of Protected Characteristics

Age: This refers to a person having a particular age or being within an age group.

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability; Mental Health; Learning disability.

Sex: This refers to a person being either male or female.

Gender reassignment: This is the process of transitioning from one sex to another, considered a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

Marital and civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes, Christianity, Islam, Judaism, Hinduism, Buddhism, and non-religious beliefs such as Humanism.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Transgender: Anyone whose gender identity is neither male nor female as legally defined at birth, and is not undergoing a process of gender resignation.

Rurality: Differential impact on people in rural areas

Socio-economic status: Differential impact on people due to household or personal income.

Armed Forces Community: Collectively defined as 'Service people' this includes: members of the regular forces and the reserve forces; members of the British overseas territory forces who are subject to Service law; former members of any of Her Majesty's forces who are ordinarily resident in the UK; and relevant family members.