

# **EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)**

**[Name of Plan/ Strategy/ Policy/ Service being assessed]**

**Equality Impact Assessment/ Analysis (EqIA)**

<b>Group</b>	
<b>Business Units/Service Area</b>	
<b>Plan/ Strategy/ Policy/ Service being assessed</b>	
<b>Is this is a new or existing policy/service?</b> <b>If existing policy/service please state date of last assessment</b>	
<b>EqIA Review team – List of members</b>	
<b>Date of this assessment</b>	
<b>Signature of completing officer (to be signed after the EqIA has been completed)</b>	
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public?</b> If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	<b>YES / NO</b>
<b>Name and signature of Head of Service (to be signed after the EqIA has been completed)</b>	
<b>Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)</b>	

**A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team**



*Working for Warwickshire*

## Form A1

### INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services: State the Function/Policy /Service/Strategy being assessed:	Relevance/Risk to Equalities																													
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)					
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? <b>If yes please explain how.</b>																											YES/ NO			
Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities? <b>If yes please explain how.</b>																											YES/ NO			

**Form A2 – Details of Plan/ Strategy/ Service/ Policy**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	
(2) How does it fit with Warwickshire County Council's wider objectives?	
(3) What are the expected outcomes?	
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	
<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	
(3) Which of the groups with protected characteristics have you consulted with?	

<b><u>Stage 3 – Analysis of impact</u></b>			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	RACE	DISABILITY	GENDER
	MARRIAGE/CIVIL PARTNERSHIP	AGE	GENDER REASSIGNMENT
	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
(2) If there is an adverse impact, can this be justified?			
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)			

<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?</p>	
<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	
<p>(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	
<p>(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?</p>	

**Stage 4 – Action Planning, Review & Monitoring**

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

(2) Review and Monitoring  
State how and when you will monitor policy and Action Plan

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

Please annotate your policy with the following statement:

**‘An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).**