

## Equality Impact Assessment

Carrying out an Equality Impact Assessment (EIA) will help the County Council to meet its Public Sector Equality Duties (Equality Act 2010).

The duties which need to be considered when making decisions are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Failure to assess the equality impact may increase the risk of making an unfair decision which could potentially be discriminatory. It also prevents us from identifying opportunities to promote equality and therefore leaves the County Council open to potential legal challenge.

Using this EIA template will help to ensure that a decision is made in a fair way, based on evidence. It provides a clear and structured method to assess the potential impact on protected groups.

<b>Title of policy or proposal</b>	
<b>Briefly describe the aims of the policy change, decision or proposal, the likely outcomes and the rationale for it</b>	

Consider the potential impact on any member of staff or member of the public with the following protected characteristics:

Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.

Also, for issues affecting staff, consider employees who are married or in a civil partnership.

<p><b>What information is already held or have you obtained through consultation or engagement activity?</b>          (For each protected characteristic:          What do you know about our employees, service users or anyone else who potentially could be affected by the proposal?          Who has been consulted?          If you have gaps in your evidence or data you may need to carry out targeted engagement activity and/ or consider information from local or national research.)</p>	
<p><b>After considering the information, which protected groups may potentially be affected?</b>          (Delete those not likely to be affected)</p>	<p><b>Age</b>  <b>Disability</b>  <b>Gender identity/Gender reassignment</b>  <b>Race</b>  <b>Religion or belief</b>  <b>Sex</b>  <b>Sexual orientation</b>  <b>Women who are pregnant or recently had a baby</b>  <b>People who are married or in a civil partnership</b></p>
<p><b>Using the information you have, give details of any potential positive and negative impacts on protected groups likely to be affected by the policy change, decision or proposal</b>          (For each protected characteristic where there could be a potential impact, consider the following:          Could people from any protected groups be positively or negatively affected? Could anyone's</p>	

<p>ability to take part in public life be affected? Could this policy change, decision or proposal affect public attitudes towards any protected group? Could any groups become more or less likely to be at risk of harassment or victimisation as a result of this policy change, decision or proposal? Are there opportunities to create positive impacts?) <i>(remember that the law permits disabled people to be treated equally or better than other groups this is to enable reasonable adjustments to be made).</i></p>	
<p><b>Give details of any Human Rights implications and actions that may be needed to safeguard Human Rights.</b></p>	
<p><b>Give details of any actions that can be taken to promote equality or to lessen any potential adverse impact on protected groups.</b></p>	
<p><b>What plans are there to monitor and review the actual impact of the policy change, decision or proposal on equality of opportunity?</b></p>	
<p><b>When will follow up review be done?</b></p>	
<p><b>Based on a consideration of all the potential impacts, mark one of the following as an overall summary of the outcome of this assessment:</b></p>	

	The equality analysis has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
	The equality analysis has identified risks or opportunities to promote better equality; the change, decision or proposal will be adjusted to avoid risks and ensure that opportunities are taken.
	The equality analysis has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the change, decision or proposal, and its overall financial and policy context.
	The equality analysis shows that the change, decision or proposal would lead to actual or potential unlawful discrimination, or would conflict with the Council's positive duties to an extent which is disproportionate to its objectives. It should not be adopted in its current form.
<b>Explain how the judgement above was reached and summarise steps which will be taken to reduce any negative or to enhance any positive impacts on equality</b>	
<b>Name(s) and job title(s) of person (people involved in) carrying out this assessment</b>	
<b>Authorising director or head of service</b>	
<b>Date authorised</b>	
<b>The completed equality impact assessment must be attached to the report that will be considered by the decision maker or decision makers to enable them to give due regard to the impact of the policy, decision or proposal on protected groups</b>	
Please send a copy to <a href="mailto:keith.thompson@northumberland.gov.uk">keith.thompson@northumberland.gov.uk</a> and <a href="mailto:irene.fisher@northumberland.gov.uk">irene.fisher@northumberland.gov.uk</a>	

