

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 (PSED).

This Duty 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 or belief, sex, sexual orientation, marriage and civil partnership. In addition, this EqIA process includes; **care experience, rurality, socio-economic status** and **armed forces families.**

The EqIA process has two stages, summarised below. Guidance on each stage is available from the policy team via equalities@westmorlandandfurness.gov.uk

- **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 a full EqIA is required.
- **Full EqIA:** Sometimes called Equality Analysis, this looks at a decision, policy, service or function with supporting data, information, research and evidence from consultation/engagement. The EqIA covers the nine protected characteristics as well as rurality, socio-economic inequality, care experience and armed forces families. A full EqIA includes an action plan.

Note: where an EqIA relates to a Council Member Decision it should be included as an appendix to the committee report.

Equality Impact Assessment – Screening

1) Decision/Policy/Service/Function

Commissioning Strategy.

2) Background and summary of Equality Advice

To outline the approach for commissioning and making commissioning decisions

3) Consultation

Council Officers, Cabinet Members and Corporate Overview and Scrutiny

4) Equality screening

Equality protected characteristic	Impact Y/N	Describe impact (s) (positive, neutral or negative)	Measures to address impact if required	Full EqIA needed Y/N
Age	Y	The approach to the redesign and commissioning of services as outlined in the strategy will ensure that protected characteristics are managed and considered. This will be in both the engagement services users, residents in W&F and wider stakeholders - in both discussions about service redesign and commissioning decisions.		N

Equality protected characteristic	Impact Y/N	Describe impact (s) (positive, neutral or negative)	Measures to address impact if required	Full EqIA needed Y/N
		A separate EIA may be required to support the specific commissioning decisions.		
Disability	Y	As above		N
Gender reassignment	Y	As above		N
Marriage or civil partnership	Y	As above		N
Pregnancy or maternity	Y	As above		N
Race	Y	As above		N
Religion or belief	Y	As above		N
Sex	Y	As above		N
Sexual orientation	Y	As above		N
Care Experience	Y	As above		N
People in rural areas	Y	As above		N
Socio-economic inequality	Y	As above		N
Armed-forces families	Y	As above		N
General (other considerations)				

5) Full EqlA required (evidence of substantial impact)?

No

Full Equality Impact Assessment template

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

Name and relevance of Decision/Policy/Service/Function being assessed to the PSED	
Job Title of Officer completing EIA	
Department/service area	
Telephone number and email contact	
Date of Assessment	
Objectives of decision/policy/service/function. Which objectives relate to the PSED?	
Key stakeholders and consultees	

Section 2: Information Gathering

What **relevant** information, evidence, data and research have you used to build up a picture of the likely impacts of your decision/policy/service/function on the protected characteristic and other groups listed below.

Information source	Location of information (give a link here if applicable)	What does the data/information tell us?

Add rows as necessary.

Section 3: Assessment of impact

From the information above identify the impacts on each of the groups below of your proposal.

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

Section 4. 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.	<input type="checkbox"/>
Adjust the policy/service/function - alternatives have been considered and steps taken to remove barriers or to better advance equality.	<input type="checkbox"/>
Develop and implement action plan.	<input type="checkbox"/>
Adverse impact(s) identified but continue - this will need a justification or reason. Complete the action plan.	<input type="checkbox"/>

Section 5: 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 actions?	Resource implications/ resources required	When? (target completion date)	Monitoring Arrangements

Add rows as necessary.

Section 6. Review

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