

# Equality Impact Assessment (EIA)

## Preliminary assessment form

The preliminary impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies which require a full EIA by looking at:
  - ◆ negative, positive or no impact on any of the equality groups
  - ◆ opportunity to promote equality for the equality groups
  - ◆ data / feedback
- prioritise if and when a full EIA should be completed
- justify reasons for why a full EIA is not going to be completed

**Service Area:**

Business Improvement

**Title of policy, function or service:**

Single Equality Scheme

**Type of policy, function or service:**

Existing:

New/proposed

Changed

### Q1 - What is the aim of your policy or new service?

The strategy document and associated action plan set out how we will ensure that going forward our services are inclusive. Implementation will demonstrate that our approach goes beyond statutory compliance and instead moves us towards mainstreaming equality and diversity within our planning process and ensuring it becomes everyone's responsibility

### Q2 - Who is the policy or service going to benefit?

The strategy will benefit the organisation, its employees, partners, tenants and leaseholders and to any external organisation supported or engaged by the organisation.

### Q3 - Thinking about each group below, does, or could the policy, project, service have a negative impact on members of the equality groups below?

Group	Yes Negative	No Positive/ No impact	Unclear
Age	<input type="checkbox"/>	✓	<input type="checkbox"/>
Disability	<input type="checkbox"/>	✓	<input type="checkbox"/>
Ethnic Origin	<input type="checkbox"/>	✓	<input type="checkbox"/>
Gender	<input type="checkbox"/>	✓	<input type="checkbox"/>
Transgender	<input type="checkbox"/>	✓	<input type="checkbox"/>
Religion/ Belief	<input type="checkbox"/>	✓	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	✓	<input type="checkbox"/>
Marital Status/ Civil Partnership	<input type="checkbox"/>	✓	<input type="checkbox"/>
Pregnancy and Maternity	<input type="checkbox"/>	✓	<input type="checkbox"/>
Other socially excluded groups	<input type="checkbox"/>	✓	<input type="checkbox"/>

If the answer is "yes" or "Unclear" consider doing a full EIA

**Q4 - Does, or could, the policy, project or service help to promote equality for members of the equality groups**

Group	Yes	No	Unclear
Age	✓	<input type="checkbox"/>	<input type="checkbox"/>
Disability	✓	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic Origin	✓	<input type="checkbox"/>	<input type="checkbox"/>
Gender	✓	<input type="checkbox"/>	<input type="checkbox"/>
Transgender	✓	<input type="checkbox"/>	<input type="checkbox"/>
Religion/ Belief	✓	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	✓	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status/ Civil Partnership	✓	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	✓	<input type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups	✓	<input type="checkbox"/>	<input type="checkbox"/>

**If the answer is “no” or “Unclear” consider doing a full EIA**

**Q5 - Do you have any feedback data from the equality groups that influences, affects or shapes this policy, project or service?**

Group	Yes	No	Unclear
Age	✓	<input type="checkbox"/>	<input type="checkbox"/>
Disability	✓	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic Origin	✓	<input type="checkbox"/>	<input type="checkbox"/>
Gender	✓	<input type="checkbox"/>	<input type="checkbox"/>
Transgender	✓	<input type="checkbox"/>	<input type="checkbox"/>
Religion/ Belief	✓	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	✓	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status/ Civil Partnership	✓	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	✓	<input type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups	✓	<input type="checkbox"/>	<input type="checkbox"/>

**If the answer is “No-” or “Unclear”, no-one knows or opinion is divided consider doing a full EIA**

**Q6 - Using the assessments in questions 3, 4 and 5 should a full assessment be carried out on this policy, project or service?**

Yes		No	✓
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**If you have to complete a full EIA use the easy to follow toolkit and form on the Wire**

**Q7 - How have you come to this decision?**

This policy defines how SHP will ensure that no person is discriminated against and that equality of opportunity is provided for all, therefore an Equality Impact Assessment is not required

**Q8 - What is your priority for doing the full EIA?**

High	Medium	Low

**Q9 - Who was involved in the EIA, and how?**

The Equality Impact Assessment was conducted by the Corporate Projects Officer. As part of a rolling programme this policy will be reviewed by an EIA assessing group (once training is completed)

**This EIA has been approved by:**

Business Improvement

**Date:** 06/04/2011

**Contact number:** 01472 572282

**Please send a copy of your completed EIA to the Business Improvement Team. We will contact you with any comments or queries about your preliminary EIA.**