

# 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:**

Housing Services

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

Safeguarding Policy

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

Existing:

New/proposed

Changed

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

This policy sets out SHP's commitment and intentions to fully cooperate with NELC's approach to safeguarding people who are vulnerable. The policy replaces former policies on protection of vulnerable adults and children.

It clarifies the duties and responsibilities of all employees of SHP when faced with suspected abuse or inadequate care of vulnerable people and sets out the actions required to ensure that such persons are referred to the appropriate statutory organisations.

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

The policy is intended to benefit adults and children who are vulnerable and those who are at risk of or are experiencing domestic abuse. These groups may include current and potential customers and staff members.

### 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?**

The policy has to be read in conjunction with SHP Domestic Abuse Policy and NELC Safeguarding Guidance, policies and procedures. These will contain detailed information about how instances will be dealt, this policy is much more overarching and does not go into great detail. It is therefore recommended that the Domestic Violence Policy be Equality Impact Assessed. NELC Safeguarding Policy and guidance will have been Impact Assessed as part of their public sector duty.

**Q8 - What is your priority for doing the full EIA? – N/A**

High	Medium	Low

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

As a desk top review the Corporate Projects Officer undertook the preliminary EIA.

**This EIA has been approved by:**

Vicky Martin

**Date:** 23/02/11

**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.**