Part 2: Equality Impact Assessment[*]

Identifying Potential Equality Issues

Use the information in Part 1, any other supporting documents, and the questions below to aid the group's discussion on the presence of potential equality issues.

- What do you know already about equality impact or need?

- Is there any indication that particular features of this policy/function will create problems for specific groups?

- Is there any indication that particular features of this policy/function will benefit specific groups or advance equality between different groups of people?

Evidence[†]

It is difficult to achieve an effective EIA without good evidence. Answer the questions below about the evidence relating to the project/policy/function.

What are the existing sources of evidence and mechanisms for gathering data?

Payroll system
External benchmarking
Legislation

Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy or function?

We have no evidence to suggest there is or there isn't as we have not monitored anything other than age. More work is needed to gather this data.

Is there any evidence, or other reason to believe, that there is a higher or lower level of participation or uptake among different groups?

65+ have the higher take up

Does this policy/project impact a particular area of the District? Have there been any demographic changes or trends locally? No this is for all staff
Is there any informal feedback from managers, staff or voluntary organisations? Feedback from Management Team, Unions (Unison, GMB), JSCC and CP&R.
Are there gaps in the data or our knowledge? What further evidence is needed to understand the impact upon equality? Gaps could show the disabled for example might use the policy differently. Data to be gathered on those who use the policy and any associated protected characteristics.

Impact
Based on the identification of potential equality issues and the supporting evidence, the team can try to determine the impact of the policy/project/service/function on different groups.

Does the data show different impact upon different groups?

Yes ☐   No ☒

If yes, which groups are affected?

Group	May particularly benefit	May adversely impact	No impact anticipated
People from different ethnic groups	☐	☐	☐
Women	☐	☐	☐
Men	☐	☐	☐

	May particularly benefit	May adversely impact	No impact anticipated
Maternity/pregnancy impact	☐	☐	☐
Disabled people or carers	☐	☐	☐
People from different faith groups	☐	☐	☐
Lesbian, gay or bisexual people	☐	☐	☐
Older or younger people	☐	☐	☐
People in rural locations	☐	☐	☐
Married people or people in civil partnerships	☐	☐	☐
Group cont'd	**May particularly benefit**	**May adversely impact**	**No impact anticipated**
Other	☐	☐	☐

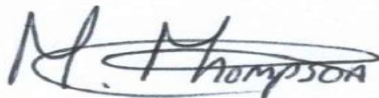Please explain the potential benefits or adverse impacts listed above.

Recommendations
Please select a recommended course of action and, where appropriate, explain your choice.

No major change needed ☒

Adjust the policy ☐

Adverse impact but continue ☐

Stop and remove the policy ☐

Future actions:
How the data can be updated and used to identify any particular groups the policy may impact.

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Equality Impact Assessment

Date‡:08.06.23