

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?

Address database (LLPG)

Guidance from GEO place

Customer Complaints system

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

None

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

None

Does this policy/project impact a particular area of the District? Have there been any demographic changes or trends locally?

None

* Part 2 should be completed by the Policy/Project Lead with the help of a team of people invited to assist.

† See the "Evidence Collection and Data Use" section of the [Internal EIA Guidance](#).

Is there any informal feedback from managers, staff or voluntary organisations?
Feedback internally from relevant officers and MT.

Are there gaps in the data or our knowledge? What further evidence is needed to understand the impact upon equality?

A review of any customer complaints or compliments for this service/policy to be undertaken. From the findings the policy may be amended to ensure it is assessable to all.

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maternity/pregnancy impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People from different faith groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older or younger people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

People in rural locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Married people or people in civil partnerships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment			
People on low income			
Group cont'd	May particularly benefit	May adversely impact	No impact anticipated
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please explain the potential benefits or adverse impacts listed above.			
<p>Recommendations Please select a recommended course of action and, where appropriate, explain your choice.</p> <p>No major change needed <input checked="" type="checkbox"/></p> <p>Adjust the policy <input type="checkbox"/></p> <p>Adverse impact but continue <input type="checkbox"/></p> <p>Stop and remove the policy <input type="checkbox"/></p>			
<p>Future actions: Monitoring and actions from the review to be undertaken as necessary. Policy to be on the website as a webpage not pdf to ensure as accessible as possible to all and able to be read by any software used by customers.</p>			
<p>Lead Signature:</p> <p>Date[‡]:13-6-2024</p>			

[‡] What happens next? – See the “Understanding the EIA process” section of the [Internal EIA Guidance](#).