

## Equality and Diversity Impact Analysis Form

### Introduction:

Where appropriate, this form should be completed by the service team, lead officer or author in consultation with other officers, Members and service users. Additionally, consideration of the effect and impact of the Council's policies, projects, initiatives or actions on all of its communities, should ensure that the Council promotes equality and access to services (taking *positive action* where possible) and does not impose any negative impact on the Council's communities or visitors.

Furthermore, service users, representational groups and partners should be consulted to inform the Equality Impact Analysis process as necessary.

### Part 1

Service conducting EIA	<i>(Name of Service carrying out the Equality Impact Analysis)</i>
Policy / Project / Initiative or Action	<i>(Title and brief description as necessary of the Policy / Project / Initiative or Action being drafted, amended designed, considered etc.)</i>
Date of Assessment	<i>(Date the analysis was carried out.)</i>

Part 2 of this form is to be used as a prompt for considering the wider and specific impacts on our communities of any policy, action or decision taken.

### Part 2

	<b>Groups</b>	<b>Likely Impact</b> (positive and/or adverse)
a	Age (Includes safeguarding issues)	<i>(Impact on young people or older people either preventing or restricting access to services. What positive action will be taken to promote their access and inclusion.)</i>
b	Belief/Religion/Faith	<i>(Impact on people with different beliefs or holding a different faith, either preventing or restricting access to services. What positive action will be taken to promote their access and inclusion.)</i>
c	Socio-economic Status	<i>(Impact on people who would otherwise be excluded in due to affordability and access issues.. What positive action will be taken to promote their access and inclusion e.g. concessions.)</i>
d	Disability (Physical, sensory, learning, mental and physical health)	<i>(Impact on people with a disability preventing or restricting access to services. What positive action will be taken to promote their access and inclusion.)</i>
e	Ethnicity/Race/Nationality (including Gypsy Travellers)	<i>(Impact on people from a black, minority and ethnic group preventing or restricting access to services e.g.</i>

		<i>through isolation, hard to reach issues and/or language barriers. What positive action will be taken to promote their access and inclusion.)</i>
f	Gender (including transgendered and transsexual individuals)	<i>(Impact on people with a different gender preventing or restricting access to services e.g. recruitment of either male or female applicants. What positive action will be taken to promote fair access and inclusion.)</i>
g	Sexual Orientation	<i>(As above including Lesbian, Gay, bi-sexual and Transgender preferences.)</i>
h	Any other groups/issues (unemployed, homeless, refugees or asylum seekers, migrant workers, rural issues)	<i>(Including or in addition to all the above groups.)</i>
i	Pregnancy & Maternity (or Paternity)	<i>(Impact on pregnant woman and their partners e.g. recruitment and entitlements within the workplace, or impact of policy or action on citizens who may be at risk of an unwanted pregnancy e.g. teenage pregnancy issues, preventing or restricting access to services due to their status. What positive action will be taken to promote fair access and inclusion.)</i>

### Part 3

a	Is the policy, project, initiative or action subject to equality monitoring?	Yes / No  <i>(e.g. community mapping or data collecting to inform the policy, project, initiative or action to be taken or reviewing effectiveness once implemented on particular community groups)</i>
b	If yes, how is the data collected/disseminated and where will it be discussed?	
c	Has the Lead Officer consulted with any groups or sought information from them? What are the sources of data to inform this Policy?	<i>(The Community Development Team and Local Strategic Partnerships are in regular contact with minority groups and their Community Leaders and can assist with engagement and consultation requirements as and when necessary.)</i>

### Part 4

a	Languages	<i>(Does the information contained within</i>
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