

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	West Berkshire Council Equality Policy
Version and release date of item (if applicable):	Version 1.0 - Nov 2012
Owner of item being assessed:	Elaine Walker
Name of assessor:	Elaine Walker
Date of assessment:	12/10/12

1 What are the main aims of the item?

(What does the item try to achieve?)

The policy sets out the Council's expectations in relation to equality, and the responsibilities of those working in the Council's name.

2 What research are you undertaking to inform this assessment?

(for example, who, how and when will you consult? What existing information is available either internally or externally? Are there complaints, comments received that will inform this assessment? Are there any local groups you can talk to? Etc)

Use this space to set out your activity.

The Disability Equality Scrutiny Board were specifically consulted, however the requirements of the policy are such that no one from any of the protected groups is expected to be detrimentally affected.

3 What are the results of your research?

Note which groups may be affected by the item, consider how they may be affected and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
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Further Comments relating to the item:		
The policy provides a positive step for all protected characteristics by clearly setting out expectations for behaviours and responsibilities in a single document. No negative effects were identified.		

4 What actions will be taken to address any negative effects?			
Action	Owner	By When?	Outcome

<p>5 What was the final outcome and why was this agreed?</p> <p>(Was the item adjusted, rewritten or unchanged? Refer to page 15 of <i>Meeting the Equality Duty in Policy and Decision Making</i> for more information.)</p> <p>The policy was unchanged.</p>

<p>6 What arrangements have you put in place to monitor the impact of this decision?</p>

<p>7 What date is the Equality Impact Assessment due for Review?</p> <p>12/10/15</p>

Signed: Elaine Walker

Date: 12/10/12

Please now forward this completed template to the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.