

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Single Equality Scheme
Version and release date of item:	2010-2013
Owner of the item being assessed:	Elaine Walker
Name of assessor:	Elaine Walker
Date of assessment:	January – Sept 2010

1 What are the main aims of the item?

To provide a statement of our activities in relation to our duties under equalities legislation and to set out our planned future activity designed to benefit the six current diversity strands.

2 What research will you undertake 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.

Consultation and involvement has been integral to the development of the scheme. The final scheme reflects the input received during these processes.

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, Race, Religion or Belief and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
All	<p>This scheme sets out how we will eliminate discrimination and harassment, and promote good relations between different groups of people. It aims to benefit all groups appropriate to circumstance.</p> <p>Actions have been developed through consultation with different groups, with specific</p>	

	<p>activity stating how ongoing consultation will be incorporated into the scheme. This will benefit all groups but has the specific intention of strengthening activity relating to age, religion or belief and sexual orientation for which there are currently no general or specific duties under equalities legislation as for the remaining groups.</p> <p>There is no evidence to suggest that any groups will be disadvantaged by this scheme.</p>	
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Further Comments relating to the item:

4 What actions will be taken to address any negative effects?			
Action	Owner	By When?	Outcome
Annual review of the scheme	Equality Officer	Ongoing, annually	To ensure the scheme remains reflective of current issues and activity is developed appropriately.
Quarterly monitoring of progress against actions.	Equality Officer with Corporate Including Everyone Group	Ongoing, quarterly	To ensure adequate progress is being made.

5 What was the final outcome and why was this agreed?
 (Was the item adjusted, rewritten or unchanged?)

The scheme was written with involvement of different groups in order to capture relevant information at the outset. No reasons have been identified to indicate adjustments are required. The scheme is intended to benefit all groups of people.

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

Annual review of the scheme incorporating any comments or feedback throughout the year will ensure that the scheme remains relevant and reflective of the current situation.

7 What date is the Equality Impact Assessment due for Review?

On revision of the scheme.

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Signed: E Walker

Date: 10/09/10
