

Equality Analysis Template – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Relate
Version and release date of item (if applicable):	
Owner of item being assessed:	Andy Day
Name of assessor:	Andy Day
Date of assessment:	17 October 2015

Is this a:		Is this:	
Policy	No	New or proposed	No
Strategy	No	Already exists and is being reviewed	Yes
Function	No	Is changing	No
Service	Yes		

1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	Relate provide independent counselling for individuals, and couples, Family mediation, children and young people's counselling and sex therapy.
Objectives:	The objective is to provide a range of independent counseling services which support individuals, and families with personal issues.
Outcomes:	To help avoid family break ups and to help individuals manage personal issues which impact on their daily lives.

Benefits:	This service can help to avoid family break ups and the associated implications for children and also to mitigate the need for them to seek other professional advice such as GPs etc.
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2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively 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.
Disability	People with physical disabilities may have difficulty accessing the service if they have to travel to Reading, due to the travel costs involved and difficulty in accessing public transport.	
Age	Elderly people may have difficulty accessing the service due to the cost associated with having to travel to Reading.	
Race	It may be more difficult, particularly for women from a different race to access the service for advice, as it may be difficult for them to travel to Reading by themselves for cultural reasons.	
Religion/Belief	As above	

Further Comments relating to the item:

This is a universal service available to all. However, the groups mentioned above may be disproportionately impacted by this proposal and the public consultation taking place in November will confirm if this is the case.

3 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	Yes
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Please provide an explanation for your answer: The savings proposal is no longer going

ahead so there will be no impact on inequality.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?

Yes

Please provide an explanation for your answer: As above

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

4 Identify next steps as appropriate:

Stage Two required

No

Owner of Stage Two assessment:

Andy Day

Timescale for Stage Two assessment:

Stage Two not required:

Not required

Signed: Andy Day

Date: 19 October 2015
