

Appendix B

Equality Impact Assessment – 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 Impact Assessment is required.

| | |
|--|----------------|
| Name of policy, strategy or function: | Not Applicable |
| Version and release date of item (if applicable): | |
| Owner of item being assessed: | |
| Name of assessor: | |
| Date of assessment: | |

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

| | |
|--|--|
| 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: | |
| Objectives: | |
| Outcomes: | |
| Benefits: | |

| | | |
|---|----------------------------------|------------------------------------|
| 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 | What might be the effect? | Information to support this |

| | | |
|---|--|--|
| Affected | | |
| | | |
| | | |
| | | |
| | | |
| Further Comments relating to the item: | | |
| | | |

| | |
|--|-----------|
| 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? | No |
| Please provide an explanation for your answer: Not a policy just setting out KPMG's audit plan. | |
| Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users? | No |
| Please provide an explanation for your answer: Not a policy just setting out KPMG's audit plan. | |

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure about the impact, then you should carry out a Stage 2 Equality Impact Assessment.

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

| | |
|---|----------------|
| 4. Identify next steps as appropriate: | |
| Stage Two required | Not Applicable |
| Owner of Stage Two assessment: | |
| Timescale for Stage Two assessment: | |
| Stage Two not required: | |

Name:

Date:

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