

Appendix A: Equality Impact Assessment – Stage One

What is the proposed decision that you are asking the Committee to make:	To consider the outcomes of the Review of the Public Protection Service and delegate implementation of the recommendations to the JMB
Summary of relevant legislation:	
Does the proposed decision conflict with any of the partnerships key objectives?	No
Name of assessor:	Sean Murphy
Date of assessment:	03/12/2018

Is this a:	Is this:
Policy	New or proposed
Strategy	Already exists and is being reviewed X
Function	Is changing X
Service	

1. What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	To set out the findings of the Review of the Public Protection Service
Objectives:	To inform Members of the outcomes of the review and to seek delegation to the Joint Management Board to implement the recommendations arising from the findings.
Outcomes:	Implementation of the recommendations including structural arrangements.
Benefits:	The delivery of the key PPP priorities of: Improving and efficient service delivery

2. Note which groups may be affected by the proposed decision. 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
Age	Redundancy	See Report
Disability	Redundancy	See Report
Gender Reassignment	Redundancy	See Report
Marriage and Civil Partnership	Redundancy	See Report

Pregnancy and Maternity	Redundancy	See Report
Race	Redundancy	See Report
Religion or Belief	Redundancy	See Report
Sex	Redundancy	See Report
Sexual Orientation	Redundancy	See Report
Further Comments relating to the item:		
In terms of the restructure there will be implications for individuals. These however will be managed through the Organisational Change Management and HR policies of the Host Authority (West Berkshire)		

3. Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer: The premises are accessibility compliant.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	Yes
See comments in 2 above.	