

Equality Impact Assessment

This **online** equality impact assessment should:

An equality impact assessment should take place when considering doing something in a new way. Please submit your completed EIA as an appendix to your committee report. Please remember that this will be a public document – do not use jargon or abbreviations.

Service

Title of policy, service, function, project or strategy

Type of policy, service, function, project or strategy: Existing New/Proposed

Lead Officer

People involved with completing the EIA

Step 1.1: Make sure you have clear aims and objectives

Q1. What is the aim of your policy, service, function, project or strategy?

Q2.

Who is intended to benefit? Who will it have a detrimental effect on and how?

Step 1.2: Collecting your information

Q3. Using existing data (if available) and thinking about each group below, does, or could, the policy, service, function, project or strategy have a negative impact on the groups below?

Group	Negative	Positive/No Impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Equality Impact Assessment

Step 1.3 – Is there a need to consult!

Q4. Who have you consulted with? If you haven't consulted yet please list who you are going to consult with? Please give examples of how you have or are going to consult with specific groups of communities

The UKSPF Investment Plan development process has included extensive consultation, particularly through focus groups, expressions of interest and a Local Partnership Group convened specifically to advise and support the process. Group membership was drawn from the suggested approach set out in the UKSPF Prospectus to cover the widest possible range of groups.

Step 1.4 – Assessing the impact

Q5. Using the existing data and the assessment in questions 3 what does it tell you, is there an impact on some groups in the community?

Age: The UKSPF structure enables investment to support all protected characteristics. The Investment Plan sets out the proposed approach to investment at a high level. Individual projects, activities or commissioning rounds will be subject to Equality Impact Assessment in their own right.

Disability: As above

Faith, Religion or Belief: As above

Gender including Marriage, Pregnancy and Maternity: As above

Gender Reassignment: As above

Race: As above

Sexual Orientation including Civic Partnership: As above

Rural Communities: As above

Step 1.5 – What are the differences?

Q6. If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

The UKSPF Investment Plan does contain any inherent direct or indirect discrimination, as it sets out the council's approach to investment at a high level. Individual projects will be subject to Equality Impact Assessment in their own right.

Q7.

Do you need any more information/evidence eg statistic, consultation. If so how do you plan to address this?

Individual projects will be subject to information and data-gathering to inform their own Equality Impact Assessment.

Step 1.6 – Make a recommendation based on steps 1.1 to 1.5

Q8. If you are in a position to make a recommendation to change or introduce the policy, service, function, project or strategy, clearly show how it was decided on.

Equality Impact will be designed into the development process for all UKSPF activities.

Q9. If you are not in a position to go ahead, what actions are you going to take?

N/A

Equality Impact Assessment

Q10. Where necessary, how do you plan to monitor the impact and effectiveness of this change or decision?

N/A