

## **North Wiltshire District Council**

### **Equality Impact Assessment (EIA) Form – September 2007**

An equality impact assessment (EIA) is a systematic and thorough way of finding out whether a policy, function or service affects different groups of people in different ways. All public authorities have a statutory duty to conduct and publish the outcomes of race, disability and gender EIAs for all its functions, policies and services. Good practice indicates that we review all equality dimensions (race, gender, disability, religion/belief, age, sexual orientation) at the same time. This Council has also agreed to extend these areas to include rural proofing.

Institutional racism (as highlighted in the Macpherson report into the police handling of the death of Stephen Lawrence) refers to the systemic, pervasive and habitual policies and practices that have the effect of disadvantaging certain racial or ethnic groups. Carrying out an EIA – preferably before a new service or policy is introduced – should enable us to identify and reduce the potential for institutional discrimination.

**Please read guidance notes before completing this form available at**

[http://www.northwilts.gov.uk/index/council-democracy/equality\\_and\\_diversity/equality\\_diversity/equality\\_impact\\_assessments.htm](http://www.northwilts.gov.uk/index/council-democracy/equality_and_diversity/equality_diversity/equality_impact_assessments.htm)

**Further advice is available by contacting Debbie Lardner, Human Resources Adviser [dlardner@northwilts.gov.uk](mailto:dlardner@northwilts.gov.uk) or other employees who have undertaken the Equality Impact Assessment training (officers listed in the guidance notes).**

1. What is the name of the strategy/policy or service area that is being assessed?
  
  
  
  
  
  
  
  
  
  
2. What are the aims of the strategy/policy or service area? Whose needs it is designed to meet? What are the current priorities?

3. In what ways might this strategy/policy or service area affect some groups of people differently? Might some groups find it harder to access the service? Do some groups have particular needs that are not well met by the current policy or service? *Please ensure that you comment against **each** of the dimensions listed below and where no issues are identified that you state this clearly against the relevant dimension.*

Age (older people, younger people, mid age)

Disability (physical, mental health, learning disabled)

Gender (men, women, transgender)

Race (Black, Asian, White, Gypsy & Traveller)

Religion/belief (e.g. Christian, Muslim, Jewish, Buddhist, Humanist)

Sexual orientation (e.g. Gay men, Lesbians, Bisexual and Transsexual people)

Rurality

4. What evidence do you have for your judgement? E.G. monitoring data, information from consultation/research/feedback. What does it show? Is there evidence of public concern (e.g. complaints)? Have staff raised concerns? Is there local or national research to suggest that there could be a problem? Identify gaps in the available evidence.

Age (older people, younger people, mid age)

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Gender (men, women, transgender)

Race (Black, Asian, White, Gypsy & Traveller)

Religion/belief (e.g. Christian, Muslim, Jewish, Buddhist, Humanist)

Sexual orientation (e.g. Gay men, Lesbians, Bisexual and Transsexual people)

Rurality

5. How and with whom have you consulted with as part of your assessment? What were the results? Have you published the results of that consultation? If so, where?

6. If you have found that the strategy/policy or service might have an adverse impact on a particular group of people, can you justify this?
  
7. If the impact cannot be justified, what do you intend to do about this? Are there changes that you could introduce which would make the strategy/policy or service work better for this group of people? Is further research or consultation required?
  
8. How will you monitor the take-up or impact of the Strategy/policy or service in future? And compare with local demography?
  
9. What actions do you plan to take as a result of this EIA? *Please include target dates for completion of actions and resource implications where possible.*
  
10. If no actions have been identified in section 9 above, please state when a further review of this assessment is planned:
  
11. Name of person completing form:  
Date assessment completed:
  
12. Name of Head of Service/Manager approving assessment:  
Date assessment approved by manager:

***Please email the completed form to [dlardner@northwilts.gov.uk](mailto:dlardner@northwilts.gov.uk) who will circulate it to the Internal Equality & Diversity Group for final approval.***

All completed and approved equality impact assessments will be published on North Wiltshire District council's website: [www.northwilts.gov.uk](http://www.northwilts.gov.uk)