

# Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	New Annual Action Plan 2021-2022
Type of proposal (new or changed Strategy, policy, project, service or budget):	Annual Action Plan 2021-2022
Brief description of the proposal:	Revised Areas of Focus, Priority Projects and Area Chapters
Name of lead officer:	Peter Paddon/Anna-Maria Lenz

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	<b>NO</b>
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	<b>NO</b>

<b>Is a full Equality Impact Assessment required?</b>	<b>NO</b>
<b>If Yes,</b> Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
<b>If No,</b> Please set out your justification for why not.	
In publishing the new 2021/22 Action Plan itself there are no negative impacts impacts. However, Equality impacts will need to be considered in full for each of the specific areas of focus and the priority projects by the relevant Communities of Practice and/or lead service or officer.	
Service Director / Manager sign-off and date	Peter Paddon 19/01/21
Equalities Officer sign-off and date	David Crisfield 21/01/2021