

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	Equalities Update and Anti-Racism Statement
Type of proposal (new or changed Strategy, policy, project, service or budget):	Member update and Anti-Racism Statement
Brief description of the proposal:	Update on Equalities and recommendation to adopt anti-racism statement
Name of lead officer:	Dave Crisfield

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)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes, Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No, Please set out your justification for why not.	
The report is primarily an update on the progress the council has made in relation to its responsibilities under the Equality Act and Public Sector Equality Duty and therefore requires no decisions. The recommendation to consider adoption of a county-wide anti Racism Statement will contribute positively to the Equalities agenda as it reinforces the council's commitment to tackle discrimination in relation to the Protected Characteristic of Race.	
Service Director / Manager sign-off and date	JSGamon, 20/04/2022
Equalities Officer sign-off and date	Dave Crisfield 20 th April 2022