

## Equality Impact and Needs Assessment (INA) Form

Name of the policy, function or project: **Performance & Audit**

Service: **Performance & Audit**

Complete this form for any existing/proposed policy/function/project regardless of whether it is aimed at external customers or internal staff. Please also be aware that equality policy applies to staffing/human resources issues as much as to external service delivery issues. Please note that existing policies will be assessed as per an agreed annual programme.

Answer every question – even if it is negative.

If you conclude that there is a negative impact you will need to review the policy/function/project to improve the equalities performance and minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan for the following year.

If the Corporate Equalities Group (CEG) feels this impact assessment needs further consideration, **you will be asked to review your conclusions.**

As a result of this exercise, you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender, Race, Disability, Age, Sexual Orientation, Religion or Belief (equality target groups) or if it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

**This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees!**

Please note that the Council is required to publish the results of these assessments, and update; therefore **your completed questionnaire may be a public document.**

Once completed, please pass this form, together with documentation describing both the policy/function/project it concerns and any evidence relating to assessed impacts, to Alison Moran, Performance Manager in the first instance. *(If this is a new policy/service/procedure/function/project this form will also need to be attached to your Cabinet report)*

To complete the form using 'check marks' in the boxes, position the cursor over the box you require, left double click, then select 'checked' in the 'check box form field options' box that appears on screen.

**a. Preparation**

The work on this section should be done in advance and be used as part of your INA. Please attach examples of available evidence, including monitoring information, research and consultation reports.

1a. Do you have relevant data available on the number of people within the scope of your policy/function/project? E.g. whole population of the district/ward or employee data.

In relation to:

- |   | Yes                                 | No                                  |
|---|-------------------------------------|-------------------------------------|
| • Women and men                         | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • Black and minority ethnic communities | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • People with disabilities              | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • Age groups                            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • Sexual orientation                    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| • Religion or belief                    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |

1b. Do you have relevant data available on the number of people subject to or impacted by your policy/function/project? E.g. numbers of disabled people using the service.

In relation to:

- |   | Yes                                 | No                                  |
|---|-------------------------------------|-------------------------------------|
| • Women and men                         | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • Black and minority ethnic communities | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • People with disabilities              | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • Age groups                            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| • Sexual orientation                    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| • Religion or belief                    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |

2. If you have answered 'yes' to the above questions your monitoring data should be compared to the current available census data to see whether a proportionate number of people are taking up your service. Please make any comments regarding service take up if relevant:

Performance & Audit advise, support & protect all of the Council's services, thus impacting on potentially all employees

If you have answered 'no' please explain reasons:

Information relating to employee's sexual orientation and religion or belief can be requested but is often withheld.

3. Are you aware of any relevant equality or diversity related consultation, research, or good practice guidance in relation to this area? If so then please list and attach here:

Yes

No

The service operates in the context of the Council's adopted equality & diversity policies and the Equality Framework for Local Government

**b. Your policy, service, function or project**

1. What is the main aim or purpose of the policy/function/project?

Performance - Providing guidance and support whilst continuously driving the improvement of service quality and performance in order to meet Customer needs.

Audit - Ensuring that public assets and the public purse are safeguarded.

2. List the areas of activity of the policy/function/project, e.g. the recruitment strategy might have advertising, interviewing, short listing etc. as activity areas.

Monitoring and reporting of performance matters, development of policies, analysis and planning, promotion of equality agenda, auditing & reporting of financial matters & associated systems.

3. Who are the main intended beneficiaries of the policy/function/project?

Employees of the Council directly, residents of District indirectly.

4. Which people may be affected by the policy/function/project – whole population or particular groups?

All Council employees.

5. Are you expecting to make any changes to the policy/function/project during the next year?

Yes

No

## c. The Impact

1. Complete the following tables using check marks or ticks.

Consider the information gathered in Section (a) of this form, comparing monitoring information with census data, and considering any other evidence, research or consultations.

- Where you think that the policy/function/project could have a negative impact on any of the equality target groups, i.e. it could disadvantage them
- Where you think that the policy/function/project could have a positive impact on any of the equality target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups

a) How will the policy/function/project impact on men and women? e.g. flexible working arrangements might have a positive impact on women with caring responsibilities

Gender	Positive impact	Negative impact	Neutral	Reason
Women	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Men	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

b) How will the policy/function/project impact on people from different or minority ethnic communities? This may involve using Council services differently, e.g. will Muslim women use the Council's swimming pool more often if separate sex swimming arrangements are in place?

Race	Positive impact	Negative impact	Neutral	Reason
White (including Irish)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Asian or Asian British	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Black or Black-British	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Chinese and other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

c) How will the policy/function/project impact on people with disabilities, e.g. if information about Council Tax benefits are not made available in large print or alternative formats, access to such benefits might be denied to people with a visual impairment or learning disability.

Disability	Positive impact	Negative impact	Neutral	Reason
Visually impaired	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Hearing impairment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Physically disabled	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Learning disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Mental health problem	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

d) Does the policy/function/project affect people differently based on their age, e.g. a job advertisement that requires at least ten years post qualification experience would clearly prevent people in their twenties from applying

Age Group	Positive impact	Negative impact	Neutral	Reason
Young (under 25)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Middle (25 to 55)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Older (over 55)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

e) Does the policy/function/project affect people differently based on their sexual orientation, e.g. if housing policy is only to offer temporary accommodation to couples of different sex a gay or lesbian couple would be unable to be housed

Sexual Orientation	Positive impact	Negative impact	Neutral	Reason
Heterosexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gay or Lesbian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

f) Does the policy/function/project affect people differently based on their religion or belief e.g. would a person of the Hindu religion be able to give a binding affirmation if a procedure requires the swearing of an oath on the Bible?

Religion or Belief	Positive impact	Negative impact	Neutral	Reason
Christian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Hindu	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Muslim	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Jewish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
None believer	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

If you conclude that there is a negative impact you will need to amend the policy/function/project to minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan the following year.

2. a) You will be expected to minimise or remove any negative impact

Explain how:.

- Gender:
- Race:
- Disability:
- Age:
- Sexual orientation:
- Religion:

b) Could you improve any positive impact?

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Explain how:.

- Gender:
- Race:
- Disability:
- Age:
- Sexual orientation:
- Religion:

3. If there is no evidence that the policy/function/project promotes equality, equal opportunities, or improved relations, could it be adapted so that it does?

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Explain how:

- Gender:
- Race:
- Disability:
- Age:
- Sexual orientation:
- Religion:

Please keep a copy on record to which the public could have full access. Also send or e-mail a copy of this completed form along with documentation describing the policy/function/project it concerns to:

Alison Moran, Performance Manager

Signed: \_\_\_\_\_  
(Head of Service/  
Service Manager)

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
(Completing Officer)

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
(Performance & Audit Manager)

Date: \_\_\_\_\_

