

## Equality Impact Assessment Tool

To be completed and attached to any procedural document when submitted to the appropriate committee for consideration and approval.

### Policy/Procedure/Guideline Document:

		Yes	No	N/A	Comments
<b>1</b>	<b>Does the policy/guidance affect one group less or more favourably than another on the basis of:</b>				
	• Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Ethnic origins (including gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Nationality	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Culture	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Sexual orientation including lesbian, gay and bisexual people	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
	• Disability - learning disabilities, physical disability, sensory impairment and mental health problems	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
<b>2</b>	<b>Is there any evidence that some groups are affected differently?</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
<b>3</b>	<b>If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>4</b>	<b>Is the impact of the policy/guidance likely to be negative?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>5</b>	<b>If so can the impact be avoided?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>6</b>	<b>What alternatives are there to achieving the policy/guidance without the impact?</b>				
<b>7</b>	<b>Can we reduce the impact by taking different action?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Person completing form \_Nick Couldrick

Job title \_\_Management Accountant

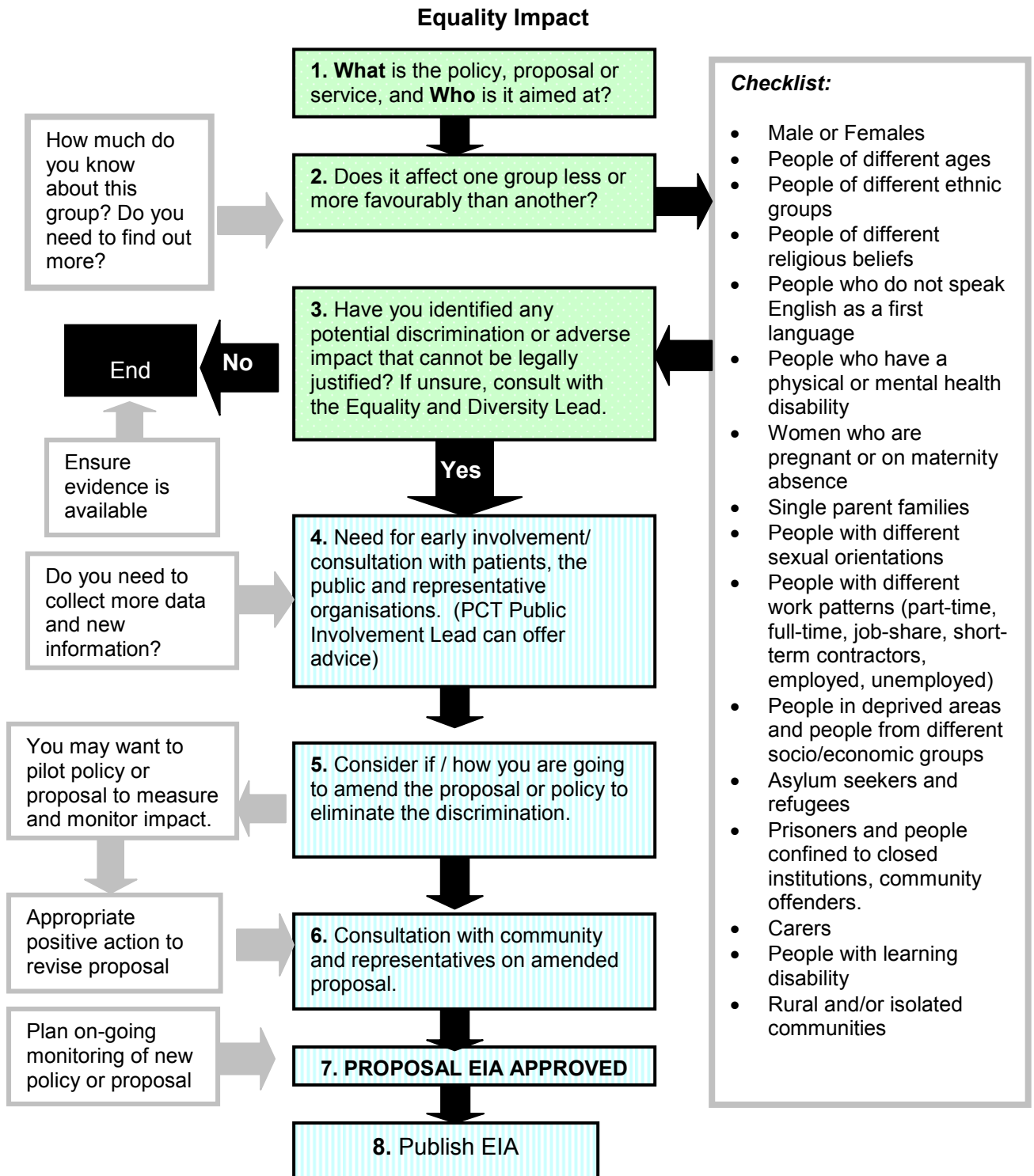
Date \_\_13/03/2009

If you have identified a potential discriminatory impact of this procedural document, please refer it to the Health Improvement Principal – Equality and Diversity (Public Health Directorate), together with any suggestions as to the action required to avoid/reduce this impact.

For advice in respect of answering the above questions, please Health Improvement Principal – Equality and Diversity (Public Health Directorate), telephone 01865 336873.

## Equality Impact Assessment (EIA) Tool - Guidelines

The PCT strives to design and implement services, policies and measures that meet the diverse needs of our service population and workforce, ensuring that none are placed at a disadvantage over others. This tool is designed to help you to consider the needs and assess the adverse, positive or neutral impact of your policy, protocol, proposal or service on all groups within our local communities.



If you have identified a potential discriminatory impact of this procedural document, please refer it to the Health Improvement Principal – Equality and Diversity (Public Health Directorate), together with any suggestions as to the action required to avoid/reduce this impact.

For advice in respect of answering the above questions, please Health Improvement Principal – Equality and Diversity (Public Health Directorate), telephone 01865 336873.