

Equality Impact Assessment Form: Section One – Screening

Name of Function, Policy or Strategy: Estates Strategy.....

Officer completing assessment: Amy Shearman, PA to Director of Finance.....

Telephone: 01869 365027.....

1. What is the main purpose of the strategy, function or policy?
Revised and updated strategy.
2. List the main activities of the function or policy.
<ul style="list-style-type: none">• Where are we now?• Where do we want to be?• How do we get there?
3. Who will be the main beneficiaries of the strategy/function/policy?
The Trust and it's employees.
4. Use the table overleaf to indicate the following:
<ul style="list-style-type: none">a. Where do you think that the strategy/function/policy could have an adverse impact on any equality group; ie, it could disadvantage them?b. Where do you think that there could be a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups?

Protected Characteristic		Positive Impact	Negative Impact	Reasons for impact
GENDER	Women	No	No	No positive or negative impact.
	Men	No	No	No positive or negative impact.
RACE	Asian or Asian British people	No	Yes	Possible language difficulties for those whose first language is not English
	Black or Black British people	No	Yes	
	Chinese people and other people	No	Yes	
	People of Mixed Race	No	Yes	
	White (inc Irish) people	No	Yes	
	Disabled People	No	Yes	Possible learning difficulties and problems with understanding.
	Lesbians, gay men and bisexuals	No	No	No positive or negative impact.
AGE	Older People (60+)	No	No	No positive or negative impact.
	Younger People (17 to 25) and children	No	No	No positive or negative impact.
	Faith Groups	No	No	No positive or negative impact.
	Equal Opportunities and/or improved relations	No	No	No positive or negative impact.

Notes:

Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

The categories used in the race section refer to those used in the 2001 Census. Consideration should be given to the specific communities within the broad categories such as Bangladeshi people and to the needs of other communities that do not appear as separate categories in the Census, for example, Polish.

5. If you have indicated that there is a negative impact, is that impact:

	Yes	No
Legal <i>(it is not discriminatory under anti-discriminatory law)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Intended	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Level of Impact

If the negative impact is possibly discriminatory and not intended and/or of high impact then please complete a thorough assessment after completing the rest of this form.

High	Low
<input type="checkbox"/>	<input checked="" type="checkbox"/>

6a) Could you minimise or remove any negative impact that is of low significance? Explain how below:

Clear, simple language used. Line managers support and guide their staff to understand what has been written in the policy and the impact/effect it would have on them.

6b) Could you improve the strategy, function or policy positive impact? Explain how below:

By using clear and simple language.

7. If there is no evidence that the strategy, function or policy promotes equality, equal opportunities or improves relations – could it be adopted so it does? How?

N/A

This Policy will be monitored by Human Resources informing the author of any impact that has been brought to their attention via their assistance as stated above in 6(a).

Please sign and date this form, keep one copy and send one copy to the Trust's Equality Lead.

Signed: 

Name: Charles Porter

Date: 22nd March 2012