

Equality Impact Assessment

Directorate: CLS	
Service: Educational Psychology	
Name of Officer/s completing assessment: Chelsea Barnes	
Date of Assessment: 07.02.2019	
Name of service/function or policy being assessed: Growth funding (£0.1m) allocated to fund EPs' statutory duties	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>This growth funding allocation is intended to fund the Educational Psychology service in performing its statutory duty under the 2015 SEND code of practice. Section 9.49 of the code states that psychological advice for all Education Health and Care Plan needs assessments <u>must</u> be sought from an educational psychologist, who is normally employed or commissioned by the local authority.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Psychological advice for EHCP needs assessments is provided solely by local authority team of EPs. It should be noted that the Educational Psychology team <u>do not</u> decide which cyp will undergo an EHCP needs assessment; this role is performed by the statutory SEND panel, chaired by either the Service lead for SEND or a SEND manager. Once a request for an EHCP needs assessment has been agreed, it is passed to the EP team and is then the duty of the EP to complete their assessment and psychological advice within the statutory 6-week time frame.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: 0-25 years (as set out in the 2015 SEND code of practice) Disability: SEND that requires an EHCP needs assessment (as set out in the 2015 SEND code of practice)</p>

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Psychological advice for EHCP needs assessment contributes to the needs of cyp aged 0-25 with SEND being identified and understood in detail; EP advice also identifies appropriate, evidence-based provision to meet the identified needs. This is fundamental to the production of effective EHCPs which can enable cyp with SEND to achieve their potential in a range of settings (such as early years', school and FE college).</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A – any negative impact would be associated with absence of statutory funding, as this would put the process of producing quality EHCPs within statutory timeframes at risk.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Monitoring data shows that, from January to December 2018, 152 new EHCPs were issued to cyp aged 0-25 with SEND in Slough. This equates to 152 EP assessments which have provided evidence-based psychological advice for use in the production of those EHC plans in the last year..</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A – see response in (5)</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A - see response in (5)</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A - see response in (5)</p>

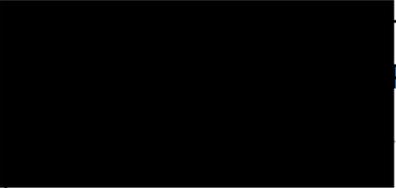
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>No major change required</p>
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

 Principal Educational Psychologist

.....(Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date: 07.02.2019

Equality Impact Assessment

Directorate: CLS	
Service: School Transport	
Name of Officer/s completing assessment: Tony Browne	
Date of Assessment: 7th February 2019	
Name of service/function or policy being assessed:	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>A school transport growth bid has been submitted for 19/20. This will have no impact on the home to school transport policy so pupils will not be affected.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Access & Inclusion - Eligibility Process SBC Transport Team - Provision of transport</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>n/a</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership:</p>

	<p>Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Transport will continue to be provided as now</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>n/a</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>n/a</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>n/a</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p>

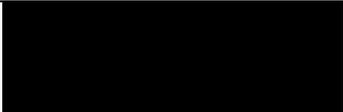
	n/a
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>n/a</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>n/a</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
n/a						
n/a						

Name:	
Signed:	(Person completing the EIA) Name:
Signed:	.....( Policy Lead if not same as above)
Date: 7th February 2019	

Equality Impact Assessment

Directorate: CLS	
Service: Slough Children's Services Trust	
Name of Officer/s completing assessment: Cate Duffy	
Date of Assessment: 070219	
Name of service/function or policy being assessed:	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure that SCST is able to meet the demand for statutory children's safeguarding services in Slough by providing an increase of £1.4m to the contract value</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Slough Childrens' Services Trust on behalf of SBC. The contract is managed within the CLS Directorate</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p>

	SCST provides safeguarding services for children up to the age of 18 and for care leavers up to the age of 25. The children are of mixed gender and ethnic background some will have disabilities. Religious beliefs and sexual orientations are likely to be mixed too although data is not routinely captured in these areas.
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. Likely to have a positive impact on the capacity of SCST to meet the needs of all children that the Trust is working with.
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? NIL
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). SCST maintain data on demand and the characteristics of children they are working with.
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? No
8.	Have you considered the impact the policy might have on local community relations? No
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A

10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>The impact of SCST work with children is monitored through contractual arrangements by SBC and by Ofsted under the ILACS Inspection framework</p>
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Signed: .....(Person completing the EIA)
Name: Signed: .....( Policy Lead if not same as above)
Date:

Equality Impact Assessment

Directorate: Regeneration	
Service: Housing Services	
Name of Officer/s completing assessment: Colin Moone	
Date of Assessment: 2/2/19	
Name of service/function or policy being assessed:	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The objective is to save £435K (net of growth and savings) from the 2019/20 General Fund - £300k of this is temporary accommodation. The function of temporary accommodation is to provide emergency and longer term temporary accommodation for households made homeless through no fault of their own.</p> <p>The remainder is essentially income derived through the HMO Licensing Scheme and therefore is not a saving, in the true sense. This is predicated on a scheme that does not yet have Cabinet approval and therefore it is premature to count this 'income' against the savings target.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Temporary accommodation is provided through the Temporary Accommodation Team, however, they are relatively passive in the process. They essentially place households decided by another service. The savings are to be derived through the activity of other teams: the Housing Needs Team; the Social Lettings Team and the Allocations Team.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age:</p> <p>Disability:</p>

	<p>Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p> <p>The impact of the saving's proposals will affect all households. If the savings are delivered, there will be less households in all forms of temporary accommodation. In the main this should be positive, as increased lettings activity will mean more households in homes. Some however, will have their duty discharged, because of unreasonable refusal or will not be accepted at all, because they will receive a negative homeless decision. At this time, it is not possible to guess who these households are, however, all decisions are monitored and it will be possible to assess the impact after the event.</p>
<p>4.</p>	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>If less households are in temporary accommodation that could mean that more people are housed in suitable accommodation.</p>
<p>5.</p>	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>If less households are in temporary accommodation this could mean that more people have not been accepted as homeless and therefore we would have discharged our housing duty by giving advice and assistance. It would also likely mean that these households would have to find their own accommodation. The impact of this cannot be quantified at this point but as this area is monitored, the impacts will be known after the event.</p>
<p>6.</p>	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A at present.</p>

7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No consultation has taken place.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>More negative decisions will result in more complaints from customers and their advocates. If the reduction in temporary accommodation means more households housed in the private sector, many households want to be house in social housing and therefore this could result in more refusals and more discharges of our obligations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>We employed an extra Reviews Officer to take account of more negative decisions so that we could turn these decisions around faster.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Every month, homeless decision are monitored	All homeless households	Julie Render	No disproportionate negative decisions based on ethnicity	Every quarter	July 2019	N/A

Name:	
Signed: Colin Moone	(Person completing the EIA)
Name: As above.....	
Signed: .....	.....( Policy Lead if not same as above)
Date:3/2/19	



Equality Impact Assessment

Directorate: Finance and Resources	
Service: People	
Name of Officer/s completing assessment: Christine Ford/Surjit Nagra	
Date of Assessment: December 2018	
Name of service/function or policy being assessed: Service Growth Bid: Recruitment of additional staff to People Service	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure that the People Service continues to provide expert advice and support in Human Resource Management, Training and Organisational Development and Health and Safety the following additional posts are required:</p> <p>HR Service Officer - Schools and Education Slough Academy Manager and Apprentice Specialist – operational delivery of Apprenticeships, CPD and Succession Planning Health and Safety Officer (compliance) - monitoring of compliance within the councils’ portfolio of buildings used to temporarily house clients</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Service Lead People, HR Business Partner Team, Health and Safety Team, Slough Academy Project under oversight of Organisational Development.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age:</p>

	<p>Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p> <p>For staff recruitment, applicants to these posts could comprise any of the above equality groups. Recruitment to posts follows strict equality and diversity practices and the council strives to promote opportunity to suitably qualified candidates from under-represented groups. Promoting a diverse and inclusive workforce to deliver high quality services (internal and external) is a fundamental objective. The council is a Stonewall Diversity Champion and Disability Confident employer. Diversity in the workforce and especially in senior positions is known to have a positive impact on organisational performance.</p> <p>For service delivery – residents, schools and existing staff groups will benefits from the recruitment of all these professional service posts.</p>
<p>4.</p>	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>For service delivery – residents, schools and existing staff groups will benefits from the recruitment of all these professional service posts.</p> <p>HR Service Officer Schools and Education: support to schools on employee relations includes equal opportunities in employment law, ensuring that policies and procedures are fully compliant with Equality Act (2010) and non- discriminatory. Indirectly, such support to schools will ultimately improve the services that those organisations can provide to children and parents.</p> <p>Health and Safety Officer compliance - ensuring the safety of temporary housing will impact on all clients who are recipients of this service. In practice, this particularly impacts vulnerable groups, in particular children who are generally over-represented in temporary housing.</p>

	Slough Academy Manager and Apprentice Specialist - the Slough Academy supports both internal staff applicants and external applicants. It is recognised as a vehicle to promote greater equality in the workforce, promoting opportunities for career advancement and progression to a wide range of under-represented groups.
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? None
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). Yes – HR Analytics, workforce profiles, recruitment analysis
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? n/a
8.	Have you considered the impact the policy might have on local community relations? n/a
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? n/a
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.

	Recruitment to posts will be monitored as part of usual workforce analytics. The impact of the Slough Academy will be subject to a separate EIA.
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:	[Redacted]	
Signed:	[Redacted]	.....(Person completing the EIA)
Name:	.....
Signed:	.....	( Policy Lead if not same as above)
Date:	10 th December 2018	

Equality Impact Assessment

Directorate: Finance & Resources	
Service: People	
Name of Officer/s completing assessment: Jules Potter	
Date of Assessment: 06/12/2018	
Name of service/function or policy being assessed: Organisational Development - Growth Bid for Additional Training Budget	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Cultivating and maintaining a motivated, high-calibre workforce through training (including access to appropriate personal professional development in specialist areas) is essential to recruitment initiatives and excellent service delivery.</p> <p>Improving employee training access and quality is critical at this key juncture in SBC's transformation programme. Training has been underfunded per capita year-on-year even though employee headcount has increased from 798 (2016) to 1285 (present day). This increase has included transferred children's and environmental services.</p> <p>The current budget - £238,000 - equates to £185 per head – less than a quarter of the recommended standard public sector individual learning account funding. Current funding levels support programmes to meet business need that are mandatory (£32k); corporate (£100k); for Adult Social Care (£100k) and for members (£6k). There are currently no centralised funds to upskill employees in their specific roles in Children, Learning and Skills; Regeneration; and Finance & Resources directorates although these employees have access to relevant corporate programmes i.e. Actions Speak Louder...(values) and Agresso (implementation of the HR System).</p> <p>This growth bid aims to redress this underfunding by increasing the per capita spend by £315.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The design, commissioning and delivery of training sits within the Organisational Development (OD) Team within the People Service.</p>

3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.

Protected Characteristic	Differential Impact		
	Yes	No	N/A
Age:	√		
Disability:	√		
Gender Reassignment:	√		
Marriage and Civil Partnership:	√		
Pregnancy and maternity:	√		
Race:	√		
Religion and Belief:	√		
Sex:	√		
Sexual orientation:	√		
Other			

All employees are the customers of the Organisational Development Team and service and will comprise all equality groups above In line with the Learning and Development Policy, the service aims to support all employees on an equitable and fair basis.

Residents and service users are the ultimate beneficiaries of a well-trained workforce.

4. What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.

At Slough, we are growing a place of opportunity and ambition. At the heart of this ambition is to recruit, retain and develop the right employees with the right skills to meet the challenges ahead. Every one of our employees needs to be equipped to be able to respond to change.

We know through comprehensive employee profiling and engagement that we have a diverse workforce and we need to meet these corresponding diverse needs. This includes responding to those groups that have not been served well previously such as part-time women in the workforce. Increasing training resources will ensure that all members of staff have appropriate access to high calibre training.

Access to high quality training further supports other SBC equality initiatives, including the Gender Pay Gap Action Plan, Statutory Equality Objectives, and employee programmes such as Disability Confident and Stonewall Diversity Champions.

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Comprehensive employee profiling Employee Engagement Survey Programme evaluation and regular programme progress reports/briefings to CMT, SLT, Corporate Consultative Forum, Employee Engagement Forum, Employment and Appeals Committee. Members' engagement</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>We have established focus groups/champions to co-create employee programmes, including trade union/EEF membership, examples being Actions Speak Louder...and Agresso HR Implementation.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Improvement in employee and member development to understand statutory responsibilities will benefit local community relations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>As stated above, the OD Service will continue to evaluate and monitor its training standards in line with contractual obligations (where we commission externally) and the corporate values. We have re-designed training programmes, where relevant, in the past in response to delegate feedback and will continue to do so. We will also continue to monitor access to training to ensure all staff have equal opportunity to benefit from CPD</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Adhere to the Learning and Development Policy and update accordingly	All employees	Jules Potter	Meeting targets set within the policy	Twice-yearly to Corporate Consultative Programme and Employment & Appeals Committee	March 2020	Policy in place since April 2018. The policy will be revised to meet the needs of volunteers and apprentices and to meet other transformation needs by April

						2019.
Name: Signed: Jules Potter, Head of Organisational Development ... (Person completing the EIA)						
Name: [Redacted] Surjit Nagra						
Signed: [Redacted] (Policy Lead if not same as above)						
Date: 10/12/20 [Redacted]						

Equality Impact Assessment

Directorate: Regeneration	
Service: Building Management	
Name of Officer/s completing assessment: Charan Dhillon	
Date of Assessment: 06.02.2019	
Name of service/function or policy being assessed: Building Management Budget Growth	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Budget Growth.
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. The Building Management Service
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. NO ONE Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>N/A</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Charan Dhillon

Equality Impact Assessment

Directorate: Finance and Resources																																		
Service: Customer and Communications																																		
Name of Officer/s completing assessment: Jackie Adams																																		
Date of Assessment: 12/12/18																																		
Name of service/function or policy being assessed: Council Tax Collection																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no service change, the aim of the growth bid is to maintain the current service, the Admin Grant for the service had been reduced by central government, however as the service is being delivered by contract, which the costs per annum were agreed up front we are unable to amend these unless there is a reduction in the service being offered and as this is a statutory service we are unable to do this – if the caseload had reduced we would be able to renegotiate but as the number of accounts has increased by over 3,000 since the start of the contract we are unable to do this either.</p>																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Arvato our external partner</p>																																	
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Race:																																		

	Religion and Belief:			
	Sex:			
	Sexual orientation:			
	Other			
	<p>Age:</p> <p>Disability:</p> <p>Contractually we are unable to change the costs (as there is no contractual reason) and as the amount of government grant has reduced we need to identify the difference from the grant to the costs and make provision for the difference</p> <p>If we asked Arvato to supply a reduced service then this would affect all of the above – however as stated there is no ability to ask for a reduced service and a reduced service would equate to a reduction in Council Tax income which would not benefit the council</p>			
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>See above</p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>See above</p>			
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>See above</p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>See above</p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p>			

	See above
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>See above</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>See above</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:
Signed: Jackie Adams(Person completing the EIA)

Name:

Signed: Vijay McGuire *Vijay McGuire* (Service Lead if not same as above)

Date: 12/12 /18

Equality Impact Assessment

Directorate: Finance and Resources																																		
Service: Customer and Communications																																		
Name of Officer/s completing assessment: Jackie Adams																																		
Date of Assessment: 12/12/18																																		
Name of service/function or policy being assessed: NNDR Collection																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no service change, the aim of the growth bid is to maintain the current service, the Admin Grant for the service had been reduced by central government, however as the service is being delivered by contract, which the costs per annum were agreed up front we are unable to amend these unless there is a reduction in the service being offered and as this is a statutory service we are unable to do this – if the caseload had reduced we would be able to renegotiate but as the number of accounts has increased slightly over the length of the contract .</p>																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Arvato our external partner</p>																																	
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	Religion and Belief:			
	Sex:			
	Sexual orientation:			
	Other			
	<p>Age:</p> <p>Disability:</p> <p>The above does not apply as this is for Business Rates which are all business properties and have none of the above.</p> <p>Contractually we are unable to change the costs (as there is no contractual reason) and as the amount of government grant has reduced we need to identify the difference from the grant to the costs and make provision for the difference</p> <p>If we asked Arvato to supply a reduced service then this would affect all of the above as Council Tax payers in the borough who would receive a reduced service from the Council as business rates (under rates retention) funds over £100m of services.</p> <p>However as stated there is no ability to ask for a reduced service and a reduced service would equate to a reduction in business rates income which would not benefit the council</p>			
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>See above</p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>See above</p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>See above</p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p>			

	See above
8.	Have you considered the impact the policy might have on local community relations? See above
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? See above
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). See above

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:
Signed: Jackie Adams(Person completing the EIA)

Name:

Signed: Vijay McGuire *Vijay McGuire* (Service Lead if not same as above)

Date: 12/12 /18

Equality Impact Assessment

Directorate: Finance and Resources														
Service: Customer and Communications														
Name of Officer/s completing assessment: Jackie Adams														
Date of Assessment: 12/12/18														
Name of service/function or policy being assessed: Local Welfare Provision														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no service change, the aim of the growth bid is to maintain the current service, and increase it slightly to take into consideration the increase in claims from those who are moving onto Universal Credit</p> <p>Local Welfare Provision (LWP) IS aimed at the most vulnerable in our society to assist them when they have no bed or cooker, if they have no money for food, if they need to pay for travel to attend interviews etc . To remove or reduce this allocation would see a number of people being unable to look after themselves which would place a larger burden elsewhere in the Authority.</p>													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The policy is delivered in the first instance by our partner Arvato, whose role it is to accept all applications, analysis them, request such supporting information as they see fit and assess how much Local Welfare Provision Payment a person will be entitled to within the bounds of the scheme. If the Customer disagrees with the assessment they have the right to ask Arvato as our partner to review their decision and if the decision stands the Customer has a right to appeal to the ombudsman as the next stage as this is a discretionary scheme and does not have another independent review body.</p>													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1" data-bbox="215 1337 1957 1436"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td>✓</td> <td></td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	✓		
Protected Characteristic	Differential Impact													
	Yes	No	N/A											
Age:	✓													

Disability:	✓		
Gender Reassignment:			✓
Marriage and Civil Partnership:			✓
Pregnancy and maternity:	✓		
Race:	✓		
Religion and Belief:			✓
Sex:			✓
Sexual orientation:			✓
Other	✓		

All those who live in the borough and are experiencing hardship can apply for Local Welfare Provision.

The scheme is a discretionary scheme set up to assist those people who are facing hardship for any number of reasons including those affected by the Welfare Reform changes, those who would in the past have been given a crisis loan from the DWP those who may have been given a budgeting loan from the DWP also those suffering financial hardship where additional help can be given – the budget is cash limited.

The policy is generic to help all groups to provide support to all parts of the community affected and to assist them when they are experiencing hardship, though some groups are highlighted in the policy it does not preclude any one group

o Age – the policy provides assistance to young adults leaving care children aged 16 and 17 and young adults by helping them purchase white goods and furniture to set up a home of their own, it also assist people feeling domestic violence to set up a new home as well as those leaving prison

o Disability - Under the previous national scheme disabled people were a significant beneficiary population of social fund provision. They accounted for 32.4% of Community Care Grants expenditure and 18.5% of Crisis Loans in 2012-13. People with disabilities, long term health and mental health conditions remain over-represented amongst local welfare provision applicants

o Pregnancy and maternity – while the policy is generic priority for assistance will be given to pregnant mothers and those with young children to assist them in keeping their homes warm and to provide food.

o Race - While no data appears to be available on the ethnicity of local welfare provision recipients as a whole it is logical to assume that minority groups are over-represented in the beneficiary profile. Local welfare provision is designed to help those on very low incomes, and black and minority ethnic-headed households are at a higher risk of poverty than non- black and minority ethnic -headed households. The latest data shows, for example that the poverty risk for minority-headed households ranges from 25-44 percent compared to 15 percent for non- black and minority ethnic -headed households.

	<p>o Other - Applications from women and especially women fleeing domestic violence is a critical group which allows them to set up a new home.</p> <p>With regard to the following there is no specific impact though the policy is open to all</p> <ul style="list-style-type: none"> o Religion and Belief o Sex o Sexual orientation o Gender Reassignment o Marriage and Civil Partnership <p>This policy aims to assist some of the most vulnerable people in the community and needs to be simple and easily implemented and understood. This is why each claim is considered individually and customers are given all of the support they need to access the scheme. Officers in Revenues, Customers Service, and Housing are fully aware of Local Welfare Provision and the process of claiming.</p>
<p>4.</p>	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The additional funding will allow the scheme to be maintained in its present form</p>
<p>5.</p>	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>The LWP scheme provides assistance in the main for people who have the need to purchase white goods and can get funding from no other organisation, for example those fleeing domestic violence and need to set up home again, those leaving prison , those leaving care etc it also provides assistance to those in immediate help of financial assistance for example if someone loses their benefit money and needs to keep their home warm if they have a small child assistance will be provided in the form of a voucher to pay for heating costs. It also has the ability to refer customers to the foodbanks when they are experiencing hardship for example where they have been sanctioned by the DWP or are awaiting benefits, the scheme over the last two years has seen a dramatic increase in the numbers referred to foodbanks</p> <p>The scheme has in the financial year 2018-19 been more focused due to necessity on supporting people who have moved onto Universal Credit and helping them while they are awaiting their first payment along with supporting them when payments are late / not paid</p>
<p>6.</p>	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p>

	<div style="text-align: right;">  Cabinet 19112018 LWP 201819 progres </div> <p>Please see cabinet report 19 November 2018 which is an update report and considered all of the above</p> <p>This is based on an evaluation of the payments made over the last four years and the reason for the payments. It has also taken into consideration a survey carried out by the DWP and the outcomes of that survey</p>
<p>7.</p>	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>See above</p>
<p>8.</p>	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes</p>
<p>9.</p>	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>See above – if the growth bid is agreed the policy will remain in place – if the growth bid is rejected the policy will need to be rewritten to be stricter and less people will be assisted</p>
<p>10.</p>	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>The current spend is monitored on a monthly basis to ensure that the spend remains within budget, the details of the customers that receive LWP are available to the Partnership Development and Client Monitoring Team who regularly monitor the payments made, and ensuring that the payments made are in line with the policy, they also monitor the refusals made.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:
Signed: Jackie Adams(Person completing the EIA)

Name:

Signed: Vijay McGuire ... *Vijay McGuire* (Service Lead if not same as above)

Date: 12/12 /18

Equality Impact Assessment

Directorate: Finance and Resources	
Service: Customer and Communications	
Name of Officer/s completing assessment: Jackie Adams	
Date of Assessment: 12/12/18	
Name of service/function or policy being assessed: NNNDR Collection Housing Benefits Admin Subsidy	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no service change, the aim of the growth bid is to maintain the current service, the Admin Grant for the service has been reduced by central government, year on year, and the expectation is that it will be reduced again for 2019-20. The difficulty is that the Admin Grant is not released until late December or early January so an guesstimate of the impact has to be made and the bid updated once the figures released from central government.</p> <p>As the service is being delivered by contract, which the costs per annum were agreed up front we are unable to amend these unless there is a reduction in the service being offered and as this is a statutory service we are unable to do this – if the caseload had reduced we would be able to renegotiate but as the number of claim has only reduced marginally over the length of the contract we are unable to do this – it was expected that the impact of Universal Credit would reduce the caseload but Universal Credit only removes Housing Benefits and not Council Tax Support – currently these are treated as joint claims and as many parts of the claim are similar this leads to a streamlined service – however Council Tax Support claims continue as do any “complex” Housing Benefits claims which shows no marked drop in caseload and in fact may have in the long run an impact on more time to do a lower number of cases as they are more complex and more Landlords move to Supported Housing to ensure their tenants are not on Universal Credit.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The Benefit Service is delivered in the first instance by our partner Arvato, whose role it is to accept all applications, analysis them, request such supporting information as they see fit and assess under the Housing Benefits legislation or the Council Tax Support Policy, . If the Customer disagrees with the assessment they have the right to ask Arvato as our partner to review their decision and if the decision stands the Customer has a right to appeal to the tribunal service run by the DWP as the next stage a challenge can be legally taken all the way to the supreme court.</p>

3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.

Protected Characteristic	Differential Impact		
	Yes	No	N/A
Age:	✓		
Disability:	✓		
Gender Reassignment:	✓		
Marriage and Civil Partnership:	✓		
Pregnancy and maternity:	✓		
Race:	✓		
Religion and Belief:		✓	
Sex:	✓		
Sexual orientation:			
Other			

Contractually we are unable to change the costs (as there is no contractual reason) and as the amount of government grant has reduced we need to identify the difference from the grant to the costs and make provision for the difference

If we asked Arvato to supply a reduced service then this would affect all of the above as and the most vulnerable in the borough as those on the lowest income are those on Benefits

The Benefits service is open to all the impact would be across all protected groups, however the legislation makes no separation from one group to another but the impact will be across all

However as stated there is no ability to ask for a reduced service and a reduced service would equate to a reduction in business rates income which would not benefit the council

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>There are no positive impacts if we have to reduce the benefits service</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>All groups will be affected – because the impact of reducing the funding will be for the assessment and payment of Benefit and Council Tax support to take longer – this will then have an impact on all Council Tax payers as collection is likely to drop and there may then be an impact on the provision of other services</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>See above</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No - See above</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>There is no policy it is primary legislation</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>The introduction of Risk Based Verification may reduce the impact but Arvato are reluctant to implement this</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>See above</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:
Signed: Jackie Adams(Person completing the EIA)

Name:

Signed: Vijay McGuire *Vijay McGuire* (Service Lead if not same as above)

Date: 13/12 /18

Equality Impact Assessment

Directorate: Place and Development	
Service: DSO	
Name of Officer/s completing assessment: Richard West, Service Lead	
Date of Assessment: 7 February 2019	
Name of service/function or policy being assessed:	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Deep Clean of Town Centre – Return the surface of the High Street to its original colour and apply a sealant to prevent grime and dirt re-penetrating the white granite
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. DSO
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: NIL Disability: NIL Gender Reassignment: NIL Marriage and Civil Partnership: NIL Pregnancy and maternity: NIL Race: NIL Religion and Belief: NIL Sex: NIL Sexual orientation: NIL Other: NIL

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>NIL</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>NIL</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>NIL</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>NIL</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>NIL</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>NIL</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>NIL</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:

Signed: (Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date: 7 F

Equality Impact Assessment

Directorate: Place and Development	
Service: DSO	
Name of Officer/s completing assessment: Richard West, Service Lead	
Date of Assessment: 7 February 2019	
Name of service/function or policy being assessed:	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Waste Contract – Contractual Price Increase
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. DSO
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: NIL Disability: NIL Gender Reassignment: NIL Marriage and Civil Partnership: NIL Pregnancy and maternity: NIL Race: NIL Religion and Belief: NIL Sex: NIL Sexual orientation: NIL Other: NIL
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. NIL

5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? NIL
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). NIL
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? NIL
8.	Have you considered the impact the policy might have on local community relations? NIL
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? NIL
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below. NIL

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:	.....(Person completing the EIA)
Signed:	
Name:	.....
Signed:	.....( Policy Lead if not same as above)
Date:	7

Equality Impact Assessment

Directorate: CLS	
Service: Directorate	
Name of Officer/s completing assessment: Cate Duffy	
Date of Assessment: 070219	
Name of service/function or policy being assessed: PFI – Funding gap	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure that there are sufficient funds to meet the gap between PFI income from and the total costs. A PFI scheme was agreed by Slough cabinet in March 2006 . The scheme provided capital funding to rebuild 3 schools 1 Primary 1 Secondary and 1 all age special school. the scheme original. The scheme is funded over 20 years by a combination of PFI credits from the government& payments by schools the council agreed to meet the gap in this funding. The growth funding will enable the council to fully meet its current contractual responsibility</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Finance team/CLS Director</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief:</p>

	<p>Sex: Sexual orientation: Other:</p> <p>The schools in question cater to the needs of boys and girls covering a wide range of ethnic and religious characteristics. Sexual orientation data is not available. Arbour Vale school caters for children with complex special educational needs.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The impact on all the above groups will be positive – ensuring that high quality school buildings are available.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>NIL</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Evidence on the ethnic, gender and SEND needs of children attending the 3 schools is captured each year in the school census</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Nil</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A</p>

10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>N/A</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Signed: .....(Person completing the EIA)
Name: Signed: .....( Policy Lead if not same as above)
Date:

Equality Impact Assessment

Directorate: Adults & Communities																																																		
Service: Adult Social Care Operations																																																		
Name of Officer/s completing assessment: Simon Broad																																																		
Date of Assessment: 18/12/2018																																																		
Name of service/function or policy being assessed:																																																		
£150k additional income from Better Care Fund in 2019/20																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?																																																	
	To receive additional income from the Better Care Fund																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.																																																	
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3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
	<table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X	Other			X
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Other			X																																															
	Age:																																																	

	Disability:
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Not applicable</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None identified</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No consultation needs have been identified.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>This will not affect local community relations</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>None identified</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	
decision may only be known after the proposals have been implemented).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
		Simon Broad			April 2019	

Name:						
Signed:						
Person co						
Name: S						
Signed:						
Date: 18/1						

.....(Policy Lead if not same as above)

Equality Impact Assessment

Directorate: Place and Development	
Service: DSO	
Name of Officer/s completing assessment: Richard West, Service Lead	
Date of Assessment: 7 February 2019	
Name of service/function or policy being assessed:	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? DSO Fees on Total Capital programme. Direct provision of capital works by the DSO to reduce project management costs
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. DSO
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: NIL Disability: NIL Gender Reassignment: NIL Marriage and Civil Partnership: NIL Pregnancy and maternity: NIL Race: NIL Religion and Belief: NIL Sex: NIL Sexual orientation: NIL Other: NIL

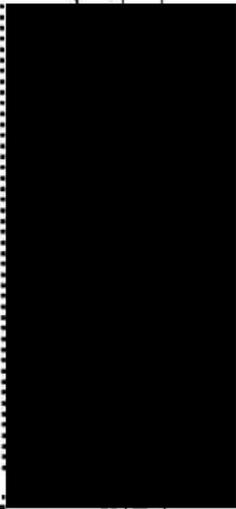
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>NIL</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>NIL</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>NIL</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>NIL</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>NIL</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>NIL</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>NIL</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

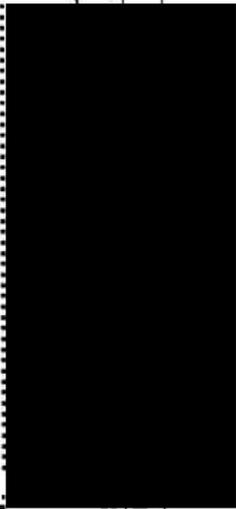
Action Plan and Timetable for Implementation

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: 

Signed:(Person completing the EIA)

Name: 

Signature: (Policy Lead if not same as above)

Date: 7

Equality Impact Assessment

Directorate: Place and Development	
Service: DSO	
Name of Officer/s completing assessment: Richard West, Service Lead	
Date of Assessment: 7 February 2019	
Name of service/function or policy being assessed:	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Environmental Services work for other authorities – charge for provision of services to others
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. DSO
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: NIL Disability: NIL Gender Reassignment: NIL Marriage and Civil Partnership: NIL Pregnancy and maternity: NIL Race: NIL Religion and Belief: NIL Sex: NIL Sexual orientation: NIL Other: NIL
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. NIL

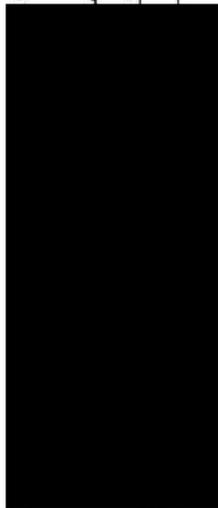
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? NIL
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). NIL
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? NIL
8.	Have you considered the impact the policy might have on local community relations? NIL
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? NIL
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below. NIL

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: 

Signed: 

Name: 

Signed: 

Date: 7 F

.....(Person completing the EIA)

.....(Policy Lead if not same as above)

Equality Impact Assessment

Directorate: Place and Development	
Service: DSO	
Name of Officer/s completing assessment: Richard West, Service Lead	
Date of Assessment: 7 February 2019	
Name of service/function or policy being assessed:	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? DSO Traded Services – charge for provision of services to others
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. DSO
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: NIL Disability: NIL Gender Reassignment: NIL Marriage and Civil Partnership: NIL Pregnancy and maternity: NIL Race: NIL Religion and Belief: NIL Sex: NIL Sexual orientation: NIL Other: NIL
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. NIL

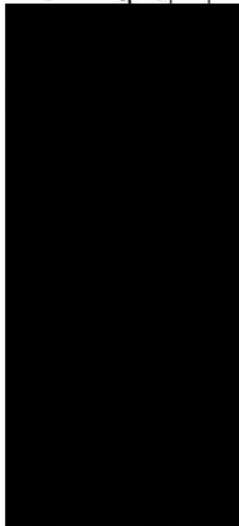
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? NIL
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). NIL
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? NIL
8.	Have you considered the impact the policy might have on local community relations? NIL
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? NIL
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below. NIL

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: (Person completing the EIA)

Signed: 

Name: (Policy Lead if not same as above)

Signed:

Date: 7

Equality Impact Assessment

Directorate: Regeneration	
Service: Major Infrastructure Projects	
Name of Officer/s completing assessment: Savio DeCruz	
Date of Assessment: 28/01/19	
Name of service/function or policy being assessed: Sponsorship of Town Centre Assets/Advertising	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To secure financial sponsorship and digital infrastructure with regard to income generation on the public highway.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The implementation of sponsorship and/or infrastructure will sit between two service areas Major Infrastructure Projects and Economic Growth.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age:</p> <p>Disability:</p> <p>Gender Reassignment:</p> <p>Marriage and Civil Partnership: None</p> <p>Pregnancy and maternity:</p> <p>Race:</p> <p>Religion and Belief:</p> <p>Sex:</p> <p>Sexual orientation:</p> <p>Other:</p>

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>There are no direct positive impacts as a result of the work/decision</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>There are no direct negative impacts as a result of the work/decision</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>n/a</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Engagement will form part of any planning application for each individual site.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Each location that is identified by either the Council or its partner will undergo consultation where the community can make representations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Locations for infrastructure will be based through dialogue with the LPA as minimising the impact on households or communities</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Impacts will be identified through the planning process and will be subject to scrutiny in terms of any impacts. The main criteria being light</p>

	pollution however this can be monitored and adjusted to reduce impacts on neighbouring authorities.
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
None identified						

Name: _____

Signed: (Person completing the EIA)
Name: Savio DeCruz.....
Signed: .....( Policy Lead if not same as above)
Date: 28/01/19

Equality Impact Assessment

Directorate: Regeneration	
Service: Planning and Transport	
Name of Officer/s completing assessment: Sanjay Dhuna	
Date of Assessment: 28/1/18	
Name of service/function or policy being assessed: Planning – Discretionary and pre applications service budget savings	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Budget Savings.
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. The Development Management Team
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. NO ONE Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>N/A</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Signed: Person completing the EIA)

Name: Sanjay Dhuna.....

Signed: (Policy Lead if not same as above)

Date: 28/1/19

Equality Impact Assessment

Directorate: Wellbeing																																										
Service: Slough Mental Health Services																																										
Name of Officer/s completing assessment: Geoff Dennis																																										
Date of Assessment: 18.12.2018																																										
Name of service/function or policy being assessed: Slough Mental Health Services																																										
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure that stringent processes are followed in terms of the approval and review of funded packages of care. To develop and expand on the success of Hope House by increasing bed numbers and refining the process for discharges into independent living. To continue transitioning clients in high level packages to lower need placements and in particular Hope House which continues to produced cost savings (cost reduction and cost avoidance).</p>																																									
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <ul style="list-style-type: none"> • Geoff Dennis, Head of Mental Health Services • Slough Senior Management Team • Care Coordinators • Resource Group Panel Members 																																									
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>N/A</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			N/A	Disability:			N/A	Gender Reassignment:			N/A	Marriage and Civil Partnership:			N/A	Pregnancy and maternity:			N/A	Race:			N/A	Religion and Belief:			N/A	Sex:			N/A
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Religion and Belief:			N/A																																							
Sex:			N/A																																							

	Sexual orientation:			N/A
	Other			N/A
	Age: N/A			
	Disability: N/A			
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A			
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A			
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A			
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A			
8.	Have you considered the impact the policy might have on local community relations? N/A			
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A			
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A			

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
No actions identified	N/A	N/A	N/A	N/A	N/A	N/A

Name: ...Geoff Dennis

Signed: ... (Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date:

Equality Impact Assessment

Directorate: Finance and Resources	
Service: Legal	
Name of Officer/s completing assessment: Sushil Thobhani	
Date of Assessment: 07/02/18	
Name of service/function or policy being assessed:	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? N/A
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. N/A
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other: N/A

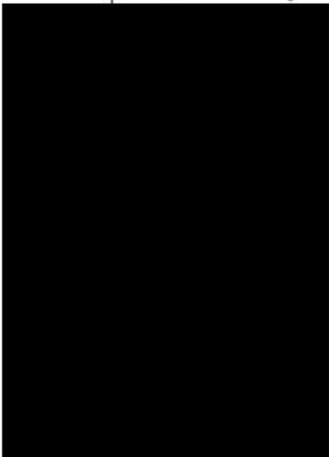
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A
8.	Have you considered the impact the policy might have on local community relations? N/A
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below. N/A

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date



Name:	
Signed:	.....(Person completing the EIA)
Name:	.....
Signed:	.....( Policy Lead if not same as above)
Date:	

Equality Impact Assessment

Directorate: Regeneration	
Service: Building Management	
Name of Officer/s completing assessment: Charan Dhillon	
Date of Assessment: 23.01.2019	
Name of service/function or policy being assessed: Building Management Budget Savings	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Budget Savings.
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. The Building Management Service
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. NO ONE Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A
6.	Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A
8.	Have you considered the impact the policy might have on local community relations? N/A
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.

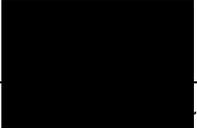
What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Charan Dhillon

Signe (Person completing the EIA)
Name: A/A.....
Signed: .....( Policy Lead if not same as above)
Date: 23.01.2019

Equality Impact Assessment

Directorate: Regeneration	
Service: Planning and Transport	
Name of Officer/s completing assessment: Sanjay Dhuna	
Date of Assessment: 28/1/18	
Name of service/function or policy being assessed: Parking – Bus Lane Cameras and TVU Car Park	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Budget Savings.
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. Parking Team
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. NO ONE Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>N/A</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Name: Signed: Person completing the EIA) Name: Sanjay Dhuna.....						

Signed:	.....( Policy Lead if not same as above)
Date: 28/	

Equality Impact Assessment

Directorate: Adults and Communities																																																		
Service: Commissioning and Transformation																																																		
Name of Officer/s completing assessment: Jane Senior																																																		
Date of Assessment: 7/12/18																																																		
Name of service/function or policy being assessed: Deletion of QA Manager post which is vacant.																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change , function that you are assessing? To deliver savings.																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. The QA post sits within the Commissioning and Transformation team. It is currently vacant and is no longer required.																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>None</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>The post is vacant and is no longer required. There are no impacts associated with this.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Managers within the Commissioning and Transformation team have been consulted.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes. There are none.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>There are no negative impacts.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Not required.						

Name:

Signed: ... (Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date:7/8/18

Equality Impact Assessment

Directorate: Children, Learning and Skills	
Service: Directorate	
Name of Officer/s completing assessment: Cate Duffy	
Date of Assessment: 29 November 2018	
Name of service/function or policy being assessed: Directorate Management Structure	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Directorate is facing a number of challenges and needs to respond to changing service needs from 2019 which this restructure aims to address.</p> <p>1. Need to make significant savings</p> <p>The CLS Directorate has a very significant underlying overspend of around £2.8m. Some of this will be addressed through growth in 2019, but significant pressures will remain in home to school transport. The directorate has a savings target of £500k for 2020. This restructure will deliver immediate savings of £170k and place the directorate in a stronger position to deliver the balance of the £500k savings target by April 2020.</p> <p>Changes to centrally retained Dedicated Schools Grant (DSG) and the ending of the Education Services Grant mean that services cannot be sustained at previous levels. We must therefore ensure spend is focussed on the frontline and review all statutory functions, so that we can deliver in the most effective manner. School Effectiveness functions are largely provided by a team of external consultants. Whilst there will be a need to retain some external consultants, this restructure creates one new permanent post to deliver and manage some school effectiveness functions.</p> <p>It is becoming increasingly important that CLS services are able to income generate and embrace the digital agenda to offset reductions in General Fund and preserve services. The redesign provides for the addition of a post to enhance our capacity to take a more commercial approach developing trading accounts, marketing services to schools and driving further efficiencies in home to school transport.</p> <p>2. The developing SBC/SCST relationship</p> <p>The Additional Costs Grant (ADG) provided by the DFE, together with some additional council funding, currently supports staffing of the Commissioning Partnerships and Performance Service within CLS. This team manages the interface with the Trust and provides back office infrastructure for the rest of the services within the directorate. The back office support is no longer affordable and the demands of the contract review will require a different approach to working with SCST from April 2019.</p>

	<p>The Council and the Trust have agreed a fixed budget to April 2020. We will need to agree a rebased budget and monitoring arrangements from April 2020. The Council will also need to consider how children’s services will be delivered from October 2021 when the current contract with SCST is due to end. This will require an intense focus of ADG resources onto the contract review and renegotiation process, together with work to consider the potential future operating models.</p> <p>3. Building Leadership Capacity</p> <p>The current structure does not facilitate progression and retention of staff. The responsibilities of the Service Leads are not broad enough to enable progression to AD or Director level. They are also not equal in terms of budget and staffing responsibilities. There are additional issues with the structure below service lead level. In some cases the Service Leads have a flat structure beneath them and wide range of direct reports. There is therefore a need to create more middle manager positions and increase opportunity for further progression. The new structure provides Service Leads with a broader range of responsibilities supported by new managers. This will increase management oversight and provide greater opportunity for progression</p>																																															
<p>2.</p>	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Currently undertaken by 5 Service leads. The proposal reduces to 3 and creates 3 new roles on a lower scale. A separate EIA has been conducted on the service re-organisation</p>																																															
<p>3.</p>	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1" data-bbox="215 1035 1957 1422"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Protected Characteristic	Differential Impact			Yes	No	N/A	Age:				Disability:				Gender Reassignment:				Marriage and Civil Partnership:				Pregnancy and maternity:				Race:				Religion and Belief:				Sex:				Sexual orientation:				Other			
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Other than the individuals impacted by the restructure there will be no other impact on the groups above. The impact of the re-organisation on staff will be covered by a separate EIA</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>30 day Staff consultation on re-organisation</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	X
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name:
Signed: ... Cate Duffy.....(Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date:29/11/18

Equality Impact Assessment

Directorate: Adults & Communities																																																		
Service: Adult Social Care Operations																																																		
Name of Officer/s completing assessment: Simon Broad																																																		
Date of Assessment: 10/12/2018																																																		
Name of service/function or policy being assessed: Lavender Court residential care =home for adults with learning disabilities to a supported living scheme																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change , function that you are assessing? To deregister Lavender Court from a residential care to a supported living scheme																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. Adult Social Care - Operations and Commissioning arms																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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	Disability:
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <ul style="list-style-type: none"> • Security of tenure through tenancy agreements. • Increased disposable income • Greater choice and control over accommodation
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None identified</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Previous conversions have proved successful from Residential care to Supported living.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>This is being planned currently.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>This will not affect local community relations</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>

What course of action does this EIA suggest you take? More than one of the following may apply		
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken		x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).		
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).		
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).		
	Effective communication with staff and carers of residents will negate negative impacts.	
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target	Lead	Outcomes/Success Criteria	Monitoring	Target	Progress to
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	Groups	Responsibility		& Evaluation	Date	Date
Develop implementation plan	Service users, Carers, Advocates, Staff	Simon Broad	Successful deregistration of residential home to supported living scheme	To be monitored bi monthly through the Programme Board – Learning Disabilities	January 2018 for PID September 2019 for completion	PID being developed

Name:

Signed:

Person co

Name: S

Signed:(Policy Lead if not same as above)

Date:

Equality Impact Assessment

Directorate: Regeneration	
Service: Property Services	
Name of Officer/s completing assessment:	
Date of Assessment:	
Name of service/function or policy being assessed: Property Services (Delivery & PM Fee)	
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? NIL
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. NIL
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>NIL</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>NIL</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>NIL</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>NIL</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>NIL</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>NIL</p>

10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below. NIL
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Adrian Thomas



Signed:(Person completing the EIA)

Name:Adrian Thomas.....

Signed:(Policy Lead if not same as above)

Date:06.02.19

Equality Impact Assessment

Directorate: Adult & communities																																																		
Service: Leisure & Communities - Leisure																																																		
Name of Officer/s completing assessment: Ketan Gandhi																																																		
Date of Assessment: 12.12.18																																																		
Name of service/function or policy being assessed:																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change , function that you are assessing? Change of funding stream for the Get Active Programme																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. Leisure																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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	<p>Disability</p> <p>There is no impact as this is just a funding stream change</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>No</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/a</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/a</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>

<p>What course of action does this EIA suggest you take? More than one of the following may apply</p>	<p>✓</p>
<p>Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken</p>	<p>✓</p>
<p>Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).</p>	
<p>Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).</p>	
<p>Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).</p>	
<p>10. What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: 

Signed:  Person completing the EIA)

Name: Ketan Gandhi

Signed:(Policy Lead if not same as above)

Date: 12.12.18

Equality Impact Assessment

Directorate: Adults and Communities																																																		
Service: Commissioning and Transformation																																																		
Name of Officer/s completing assessment: Jane Senior																																																		
Date of Assessment: 7/12/18																																																		
Name of service/function or policy being assessed: Remodelling Floating Support .																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change , function that you are assessing? To remodel contracted floating support services, to ensure that they are more effective and efficient and reach a wider number of people.																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. The Council currently contracts two suppliers to deliver floating support services. Contracts are not currently functioning optimally.																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic. Contractors deliver services to individuals within the community to support them to maintain their tenancies and to prevent the take up of statutory service unnecessarily. Any individual still requiring a support service will continue to receive one. The purpose of this exercise is to remodel provision to ensure that it is more effective, delivers better value for money and has a wider reach.																																																	
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2" style="text-align: left;">Protected Characteristic</th> <th colspan="3" style="text-align: center;">Differential Impact</th> </tr> <tr> <th style="text-align: center;">Yes</th> <th style="text-align: center;">No</th> <th style="text-align: center;">N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td style="text-align: center;">X</td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	X			Disability:	X			Gender Reassignment:	X			Marriage and Civil Partnership:	X			Pregnancy and maternity:	X			Race:	X			Religion and Belief:	X			Sex:	X			Sexual orientation:	X			Other			
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Sex:	X																																																	
Sexual orientation:	X																																																	
Other																																																		
	Age: Adults																																																	

	Disability: Yes
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Any individuals from the groups above who are currently receiving a service will still be able to receive one. It is intended that a wider number of people will be able to access service through remodelling them. Service users will be involved and engaged in this process.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>A review of contracted services has been undertaken. Services are currently not functioning optimally and are not delivering to the expected number of people.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Individuals who are currently receiving a floating support service will be consulted and there will be an opportunity to be fully involved in remodelling and shaping new provision. ASC Operational teams will also be involved with this process, along with community groups.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>It is unlikely that there will be a negative impact as there is an opportunity to remodel provision so that it provides a more effective and efficient preventative service. Existing service users and other stakeholders will have the opportunity to be involved in service design.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Remodelled services will be monitored by the Supplier</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	
Relationship Management Team within the Commissioning and Transformation Service.	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
To involve existing service users in remodelling provision.	Individuals requiring preventative support.	Service Lead – Commissioning and Transformation.	Remodelled services are more effective and efficient and deliver to a wider reach of people.	Commissioning and Transformation Team.	September 19.	

Name:


Signed:(Person completing the EIA)

Name:Jane Senior

Signed:(Policy Lead if not same as above)

Date:7/8/18

Equality Impact Assessment

Directorate: Adults & Communities																																										
Service: Regulatory services																																										
Name of Officer/s completing assessment: Ginny de Haan																																										
Date of Assessment: 13.12.2018																																										
Name of service/function being assessed: Regulatory Services																																										
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>Move the combined services within the Regulatory Services Group to a fully self financing budget position by 2020/21 increase income and reduce costs to close an estimated gap of £300K</i></p>																																									
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Group managers will be responsible for developing an enhanced commercialisation approach across the services to ensure that resources match demand based upon risk and statutory enforcement intervention together with enhanced demand for traded services. The drive to generate income will focus on cost recovery and charged for discretionary services to businesses, residents and other customers beyond Slough.</i></p>																																									
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>✓</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		✓		Disability:		✓		Gender Reassignment:		✓		Marriage and Civil Partnership:		✓		Pregnancy and maternity:		✓		Race:		✓		Religion and Belief:	✓			Sex:		✓	
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Sex:		✓																																								

	Sexual orientation:		✓	
	Other		✓	
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>Statutory services are maintained at a level to ensure essential public protection for all residents and the choice of discretionary and paid for services is maintained and increased. This widens choice available to customers to buy services from a trusted and reliable local provider; the council.</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>Costs for some services that have been kept to a minimum historically, such as burials, will increase slightly in line with benchmarked charges within the regional area. Since approximately 50% of burials at the council run cemetery are carried out on behalf of Muslim families any price increase will have a differential impact upon the Muslim community</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>The anticipated increase in fees is likely to be marginal and will be benchmarked against neighbouring cemetery fees to ensure that a fair market rate is proposed.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>No</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes. The marginal increase in burial fees is unlikely to impact negatively on local community relations because the fee structure will be equal and the same for all sectors of the community</i></p>			

9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>We are developing marketing material to explain the increase in fees and the offer from the Cemetery Service</i></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p><i>We intend to carefully review customer feedback</i></p>

<p>What course of action does this EIA suggest you take? More than one of the following may apply</p>	<p>✓</p>
<p>Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken</p>	<p>✓</p>
<p>Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).</p>	
<p>Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).</p>	
<p>Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).</p>	

Action

Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: _____

Signed:  Person completing the EIA)
Name:  Ginny de Haan
Signed: .....( Policy Lead if not same as above)
Date:

Equality Impact Assessment

Directorate: Finance & Resources	
Service: IT & Digital	
Name of Officer/s completing assessment: Simon Pallett	
Date of Assessment: 7/2/19	
Name of service/function or policy being assessed: Growth Bid – Agresso Hosting/Storage	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no change in policy or service change. This an increase in cost of hosting fee only. Nil return</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p>

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?
8.	Have you considered the impact the policy might have on local community relations?
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.

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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	YES
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: _____

Signed: .....(Person completing the EIA)
Name: .....Simon Pallett.....
Signed: .....( Policy Lead if not same as above)
Date: 7/2/19

Equality Impact Assessment

Directorate: Finance & Resources	
Service: IT & Digital	
Name of Officer/s completing assessment: Simon Pallett	
Date of Assessment: 7/2/19	
Name of service/function or policy being assessed: Growth Bid – GIS Increase	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no change of policy or service change. Increase in cost of licensing only. Nil return</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p>

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?
8.	Have you considered the impact the policy might have on local community relations?
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	YES
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: _____

Signed: .....(Person completing the EIA)
Name: Simon Pallett.....
Signed: .....( Policy Lead if not same as above)
Date: 7/2/19

Equality Impact Assessment

Directorate: Finance & Resources	
Service: IT & Digital	
Name of Officer/s completing assessment: Simon Pallett	
Date of Assessment: 7/2/19	
Name of service/function or policy being assessed: Growth Bid – Microsoft Licensing	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>There is no change of policy or service change. This is an increase in cost of licensing only. Nil Return</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p>

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?
8.	Have you considered the impact the policy might have on local community relations?
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	YES
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: _____

Signed: .....(Person completing the EIA)
Name: ...Simon Pallett.....
Signed: .....( Policy Lead if not same as above)
Date: February 7 th 2019

Equality Impact Assessment

Directorate: Finance & Resources	
Service: IT & Digital	
Name of Officer/s completing assessment: Simon Pallett	
Date of Assessment: 7/2/19	
Name of service/function or policy being assessed: Growth Bid – Data Protection Officer	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>This is funding to create a new post of Data Protection Officer to satisfy a legal requirement</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Post sits within IT & Digital Team</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation:</p>

	<p>Other:</p> <p>All members of the public</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Greater protection of their data</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>n/a</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No – statutory obligation from GDPR</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>No specific impact identified</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>

	<p>No negative impacts expected</p>
<p>10.</p>	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Activities of DPO will be monitored and reported to CMT</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	YES
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: _____

Signed: .....(Person completing the EIA)
Name: .....Simon Pallett.....
Signed: .....( Policy Lead if not same as above)
Date: 7/2/19