



Equality Analysis

Policy or service area to be analysed		Person completing analysis	
New or existing?		Date of analysis	

Equality Analysis involves looking at our equality information and the outcome of our engagement in order to understand and analysis the effect or potential effect of our decisions on different groups covered by the protected characteristics described in Equality Act 2010. Its aim is to help to identify practical steps to tackle any negative effects or discrimination, to advance equality and foster good relations.

- We need to analyse whether our policies, procedures, strategies and practices have (or would) further the aims of the general equality duty and our Diversity Policy.

Background	
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1. Briefly describe the aims, objectives and purpose of the policy/service	
2. Who are the main stakeholders (customers, partners etc)	
3. Who is responsible for the policy/service?	

Could this policy/service have an effect in relation to a person's:		Please specify the positive and detrimental effects with supporting evidence	Potential for detrimental effect?
Race	Yes/ No		Yes/ No
Sex	Yes/ No		Yes/ No
Disability	Yes/ No		Yes/ No
Age	Yes/ No		Yes/ No
Sexual orientation	Yes/ No		Yes/ No
Religion or belief	Yes/ No		Yes/ No
Gender re-assignment	Yes/ No		Yes/ No
Income and Financial Status	Yes/ No		Yes/ No
Marriage or civil partnership	Yes/ No		Yes/ No
Pregnancy or maternity	Yes/ No		Yes/ No

If you tick **yes** at all in this column, you now need to move to the full equality analysis on the next page

Equality Analysis: Full Analysis of the Effects

Under the new equality duty we are required to analyse the effect of our policies and practices and how they further the equality aims, and to publish the results of that analysis and the information used.

Engagement: If you have identified that there are potentially detrimental effects on certain protected groups, you need to consult with staff, representative bodies, partners and customers that belong to these groups to work out the effect of this impact and how it can be negated or minimised. There may also be published information available about the views of different customer groups about your services held centrally.

Who you consulted	
How you consulted them	
Your analysis	

Action plan - the objectives

Detrimental effect	Action needed to minimise it	By who	By when	How will you measure the success

Completed equality analysis needs to be submitted tofor approval.