

Initial Equalities Screening Record Form

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| Date of Screening: 31/03/2021 | Directorate: Delivery | Section: Member Services | |
| 1. Activity to be assessed | Member Development activity which includes training, support and engagement with residents. | | |
| 2. What is the activity? | <input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input checked="" type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change | | |
| 3. Is it a new or existing activity? | <input checked="" type="checkbox"/> New | | |
| 4. Officer responsible for the screening | Emma Young, Governance and Scrutiny Officer | | |
| 5. Who are the members of the screening team? | Emma Young | | |
| 6. What is the purpose of the activity? | To report to the Council the progress of learning and development activity completed in the last year. | | |
| 7. Who is the activity designed to benefit/target? | Elected Members | | |
| Protected Characteristics | Please tick yes or no | Is there an impact? | What evidence do you have to support this? |
| 8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment. | N | No impact identified. | The development activities will not impact racial equality but, should have an overall positive impact on all groups through widening learning opportunities. |
| 9. Racial equality | N | No impact identified. | The development activities will not impact racial equality but, should have an overall positive impact on all groups through widening learning opportunities. |
| 10. Gender equality | N | No impact identified | The development activities will not impact gender equality but, should have an overall positive impact on all groups through widening learning opportunities. |
| 11. Sexual orientation equality | N | No impact identified. | The development activities will not impact sexual orientation equality but, should have an overall positive impact on all groups through widening learning opportunities. |

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| 12. Gender re-assignment | | N | No impact identified. | The development activities will not impact on gender reassignment equality but, should have an overall positive impact on all groups through widening learning opportunities. |
| 13. Age equality | | N | No impact identified | The development activities will not impact age equality but, should have an overall positive impact on all groups through widening learning opportunities. |
| 14. Religion and belief equality | | N | No impact identified | The development activities will not impact any religious beliefs. |
| 15. Pregnancy and maternity equality | | N | No impact identified. | The development activities will not impact Pregnancy and maternity equality but, should have an overall positive impact on all groups through widening learning opportunities. |
| 16. Marriage and civil partnership equality | | N | No impact identified | The recommendations will have no impact on marriage or civil partnerships. |
| 17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations. | None identified. | | | |
| 18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? | N/A | | | |
| 19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected? | N/A | | | |
| 20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties? | | N | Learning and development activities are aimed at increasing equality for all members by giving them the tools and skills they need to complete their role. | |
| 21. What further information or data is required to better understand the impact? Where and how can that information be obtained? | N/A | | | |

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| 22. On the basis of sections 7 – 17 above is a full impact assessment required? | | N | This Equality Impact Assessment has been completed retrospectively. | |
| 23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed. | | | | |
| Action | Timescale | Person Responsible | Milestone/Success Criteria | |
| It is not expected that these development activities will affect any particular group. | April 2021 | Kirsty Hunt | The annual report is received by Council | |
| 24. Which service, business or work plan will these actions be included in? | Democratic and registration services | | | |
| 25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening? | | | | |
| 26. Assistant director's signature. | Signature: | <div style="border: 1px solid green; border-radius: 10px; padding: 5px; display: inline-block;"> APPROVED <i>By AnnMo at 12:51 pm, Apr 13, 2021</i> </div> | Date: | |