

## Equality Impact Assessment Template 2011

<b>Directorate: CED</b>	<b>Service area: Equality and Diversity</b>	<b>Responsible Officer: Gwen Forkin</b>	<b>Completed by: Gwen Forkin/Paul Peng</b>	<b>Date: 13<sup>th</sup> May 2011</b>
<b>Name and brief description of Policy/Decision/Function/Project/Service to be reviewed:</b>		Single Equality Scheme 2011 -2014 Single Equality Scheme Action Plan 2011 - 2012		
<p>Give details, with evidence, of the impact of the function on each of the protected characteristics in relation to the general duty:</p> <ol style="list-style-type: none"> <li>1. Eliminate discrimination, harassment and victimisation</li> <li>2. Advancing equality of opportunity between people who share protected characteristics and those who don't share it</li> <li>3. Foster good relations between people who share a protected characteristic and those who don't</li> </ol> <p>Please give special consideration to, (this list is not intended to be exhaustive)</p> <ul style="list-style-type: none"> <li>• Accessibility</li> <li>• Community Cohesion</li> <li>• Delivery of contracts</li> <li>• Human Rights Act</li> <li>• Positive action</li> <li>• Procurement</li> <li>• Reasonable adjustments</li> </ul>				
Does the Policy/Decision/Function/Project/Service have a direct impact on people?			<u><b>Yes</b></u>	No
If yes, please complete the grid below. If no, consider whether or not an Equality Impact Assessment is necessary, if not state why not and exit process:				
Have you conducted a consultation? Yes/No (if yes please attach evidence or include link) Yes				
Who did you consult with?	How and when did you consult?		What was the feedback?	
List of stakeholders available	Consultation ran from 21 <sup>st</sup> February 2011 to 13 <sup>th</sup> May 2011		Received 1 response from Lesbian and Gay Foundation.	

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	<b>Is there any potential positive Impact?</b>	<b>Is there any potential negative Impact?</b>	<b>What evidence do you have? (E.g. complaints, statistics, surveys etc disaggregated by equality groups.)</b>	<b>What action will you take to mitigate negative impact? Please state if negative impact is intended due to positive action.</b>	<b>How will you monitor and review the actions that you have taken to mitigate the impact?</b>
<b>Age</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single issues schemes focus maybe lost on individual protected characteristics.	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the individual protected characteristics to ensure that service provision meets need.	The action plan will be monitored quarterly through the council's performance management system. It will also be monitored via contact with individual protected characteristics.
<b>Carer's Status</b>	Yes	No	All of the actions within the scheme are informed by consultation and designed to address the greatest need.		
<b>Disability</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single issues schemes focus maybe lost on individual protected characteristics.	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the individual protected characteristics to ensure that service provision meets need.	The action plan will be monitored quarterly through the council's performance management system. It will also be monitored via contact with individual protected characteristics.
<b>Gender</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the	The action plan will be monitored quarterly through the council's performance management system. It will also be monitored via contact with individual protected

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<b>Gender Identity</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single issues schemes focus maybe lost on individual protected characteristics. There is also awareness that we lack the detailed knowledge of the needs to this protected characteristic.	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the individual protected characteristics to ensure that service provision meets need.	The action plan will be monitored quarterly through the council’s performance management system. It will also be monitored via contact with individual protected characteristics.
<b>Offending Past</b>	Yes	No	All of the actions within the scheme are informed by consultation and designed to address the greatest need.		
<b>Sexual Orientation</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single issues schemes focus maybe lost on individual protected characteristics.	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the individual protected characteristics to ensure that service provision meets need.	The action plan will be monitored quarterly through the council’s performance management system. It will also be monitored via contact with individual protected characteristics.

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<b>Race (including Gypsies and Travellers)</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single issues schemes focus maybe lost on individual protected characteristics.	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the individual protected characteristics to ensure that service provision meets need.	The action plan will be monitored quarterly through the council’s performance management system. It will also be monitored via contact with individual protected characteristics.
<b>Religion or Belief</b>	Yes	Yes – there is potentially a perception that moving to a single scheme rather than the previous single issues schemes focus maybe lost on individual protected characteristics.	All of the actions within the scheme are informed by consultation and designed to address the greatest need.	KMBC will take every step to ensure that the Single Equality Scheme is widely publicised to make it clear that we want to engage with people representing the individual protected characteristics to ensure that service provision meets need.	The action plan will be monitored quarterly through the council’s performance management system. It will also be monitored via contact with individual protected characteristics.
<b>Social Economic Status</b>	Yes	No	All of the actions within the scheme are informed by consultation and designed to address the greatest need.		