

Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	Revised Council Plan 2020-2024
Type of proposal (new or changed Strategy, policy, project, service or budget):	New Council Plan
Brief description of the proposal:	Revised Vision, values, aims. Reviewed priority projects, areas of focus.
Name of lead officer:	Jan Gamon/Anna-Maria Lenz

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes, Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No, Please set out your justification for why not.	
In producing the plan itself there are no direct impacts. However, it is likely that individual equality impact assessments will need to be carried out for the individual areas of focus and priority projects.	
Service Director / Manager sign-off and date	J. Gamon 27/01/2020
Equalities Officer sign-off and date	Dave Crisfield 27/01/2020