

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	Somerset West and Taunton Council		
Version	1	Date Completed	21 st November 2020
Description of what is being impact assessed			
A review of the Corporate Safeguarding Policy			
Evidence			
<p>What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics, Somerset Intelligence Partnership, Somerset's Joint Strategic Needs Analysis (JSNA), Staff and/ or area profiles, should be detailed here</p>			
<p>The JSNA and area profiles outline the different protected characteristics and their prevalence within the wider Somerset society. It is known that there is an ageing population with large areas of rurality. Also, there are a number of health inequalities dependent on where people live. Protected groups are represented across the community through various groups but not always as a single entity. Individuals are most at risk from inadequate Safeguarding measures and intelligence is gathered on these through case management and held in a database.</p>			
<p>Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?</p>			
<p>Individuals and groups have not been consulted as the impact is seen as solely being beneficial. Individuals and groups' needs will continue to be met through the revised Safeguarding Policy.</p>			

Analysis of impact on protected groups				
<p>The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.</p>				
Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	□	⊗	□
Disability	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	□	⊗	□
Gender reassignment	<ul style="list-style-type: none"> No impact 	□	⊗	□
Marriage and civil partnership	<ul style="list-style-type: none"> No impact 	□	⊗	□
Pregnancy and maternity	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	□	⊗	□

Race and ethnicity	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> Neutral outcome but potential for positive impact 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				
No negative impacts identified.				
Completed by:	Scott Weetch			
Date	21st November 2020			
Signed off by:				
Date				
Equality Lead/Manager sign off date:				
To be reviewed by: (officer name)				
Review date:				