

Equality and Diversity Impact Assessment part 1

Potential Impact	X	Does the procedure involve any of the following? <i>(tick as appropriate)</i>
<p><i>If any of the boxes below are ticked the impact is high and the Equality and Diversity Impact Assessment must be reviewed annually.</i></p>		
High	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> - Exercise of statutory powers? - Dealing with or providing services to the public? - Recruitment & selection, transfer or redundancy processes? - Training opportunities or career development schemes? - Other processes for managing staff? (ie. discipline, pay, allocation of benefits, etc) - Any other high risks not detailed?
<p><i>If any of the boxes below are ticked the impact is medium and the Equality and Diversity Impact Assessment must be reviewed every 2 years.</i></p>		
Medium	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> - Dealing with the public, but not involving the exercise of statutory powers? - Providing services or facilities to staff? (ie. welfare, shower rooms, parking, intranet etc) - Any other medium risks not detailed?
<p><i>If any of the boxes below are ticked the impact is low and the Equality and Diversity Impact Assessment must be reviewed every 3 years.</i></p>		
Low	<input type="checkbox"/> <input type="checkbox"/>	<ul style="list-style-type: none"> - Administration processes? - Any other low risks?

Equality and Diversity Impact Assessment part 2

Consider the community as a whole and each of the protected characteristics: Age (includes all ages), Disability, Gender, Pregnancy and maternity, Race, Religion or belief, Gender reassignment and Sexual orientation, when answering the below:

<p>1. Does this activity present an opportunity for improving equality outcomes for any of the protected characteristics?</p> <p>If so, how?</p>	<p>Yes – Application of the Social Value Policy could assist certain communities such as those with disabilities.</p>
<p>2. Is there public/political concern in relation to any of the protected characteristics, attached to this activity? If so, what are those concerns?</p>	<p>That some minorities could be seen to be favoured more than others, although the outputs from the Social Value Policy can be adjusted accordingly.</p>
<p>3. What other sources of information have been used in the development of this procedure i.e. HMIC Inspection Reports, Home Office Circulars?</p>	<p>Public Procurement Note 06/20.</p>
<p>4. Does the procedure relate to the use of a statutory power? If so, under what circumstance could discrimination be acceptable?</p>	<p>No.</p>
<p>5. What data collection process exists for this procedure?</p> <p>How is the data monitored to ensure that the impact is not discriminatory or disproportionate? e.g. Use of community intelligence.</p> <p>If reviewing the procedure what are the results of the monitoring?</p>	<p>Contractual information as part of the procurement process. Sensitive information is not collected.</p>

<p>6. What evidence is there that actions to address any negative effects in one area may affect other areas of equality?</p>	<p>There are no negative effects.</p>
<p>7. When the Equality and Diversity impact assessment has included consultation, who was consulted?</p> <p><i>(Include a summary of the key points)</i></p>	<p>N/A</p>
<p>8. Has the procedure been altered following the consultation?</p> <p><i>(Include a summary of the key changes)</i></p>	<p>No</p>
<p>9. Has feedback been given to the groups involved in the consultation?</p>	<p>N/A</p>
<p>Date Impact Assessment completed:</p>	<p>30 July 2021</p>