

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"/>	<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>

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