



## Equality Impact Assessment Initial Screening Assessment (STEP 1)

As a public body organisation we need to ensure that all our current and proposed strategies, policies, services and functions, have given proper consideration to equality, diversity and inclusion, do not aid barriers to access or generate discrimination against any protected groups under the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion/Belief, Sex, Sexual Orientation,).

**It is a mandatory requirement that this Equality Impact Initial Screening Assessment is fully completed before starting or reviewing a strategy/policy, service, project, programme or clinical pathway.**

The Initial Screening Assessment is broken down into 4 parts:

- Background and purpose of the EQIA screening assessment
- Screening to assess impact on staff/patients
- Accessible Information Standard Requirements Declaration
- Governance and Approval

and will help to determine:

- The relevance of proposals and decisions to equality, diversity, cohesion and integration.
- Whether or not equality and diversity is being/has already been considered for due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED).
- Whether or not it is necessary to carry out a full Equality Impact Assessment.

When carrying out the initial screening assessment it is essential to consider what data / information you have available / have used to evidence the decision you have reached as it is this information that ultimately informs the outcome of the assessment.

### STEP 1: EVIDENCE GATHERING

1. **Date assessment completed:**

2. **Name(s) and role(s) of person completing this assessment:**

**Name:**

**Job Title:**

**Organisation:**

**3. Title of the strategy/policy, service, project, programme or clinical pathway:**

[Click here to enter text.](#)

**3a. Is this an assessment of a:**

**New Strategy / Policy**     **New Service**     **New Project / Programme**

**New clinical pathway**     **Review of an existing strategy / policy**

**Review of a service**     **Review of existing project / programme**

**Review of clinical pathway**

**3b. What are the aim(s) and objectives of the strategy/policy, service, project, programme or clinical pathway?**

**3c. Who will the strategy/policy, service, project, programme or clinical pathway impact?**

(Consider the actual and potential impact)

- **Staff**
- **Service User / Patients**
- **Other Public Sector Organisations**
- **Voluntary / Community groups / Trade Unions**
- **Others, please specify** [Click here to enter text.](#)

## **STEP 2: SCREENING**

**4. What data / information / evidence have you taken into consideration when assessing and determining the impact?**

**4a. Have you undertaken any staff, public or patient engagement regarding this strategy/policy, service, project, programme or clinical pathway?**

Yes

No

Additional Questions	Yes	No
1. Is there or could there be an existing or potential negative impact on any of the protected characteristic groups as follows:		
Age	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>
Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Yes</b>	<b>No</b>
2. Is there or could there be an existing or potential negative impact on any of the groups as follows:		
Carers	<input type="checkbox"/>	<input type="checkbox"/>
Health inequalities	<input type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Yes</b>	<b>No</b>
3. Has there been or likely to be any staff/patient/public concerns?	<input type="checkbox"/>	<input type="checkbox"/>
4. Could this piece of work affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	<input type="checkbox"/>	<input type="checkbox"/>
5. Could this piece of work affect the workforce or employment practices?	<input type="checkbox"/>	<input type="checkbox"/>
6. Does the piece of work involve or have a negative impact on: <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing quality of opportunity</li> <li>• Fostering good relations between protected and non-protected groups in either the workforce or community</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**4b. If you have answered no to the above and conclude that there will not be a detrimental impact on any equality group caused by the proposed strategy/policy, service, project, programme or clinical pathway, please state how you have reached that conclusion below:**



## **Publishing**

This screening document will act as evidence that due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED) has been given.

If you are not completing 'STEP 2 - Equality Impact Assessment' this screening document will need to be published alongside your documentation once approved by the EDS or SRO.