

Equality Impact Assessment Form

Section One – Screening

Name of strategy, project or policy:

Disability Equality Scheme

Officer completing assessment:

Liz Murphy – Head of Human Resources

Telephone:

01706 252452

1. What is the main purpose of the strategy/project/policy?

To demonstrate how the Council will involve disabled people in relation to employment, and its delivery of its functions.

2. List the main activities of the project/policy (for strategies list the main policy areas):

To describe how the Council will meet its legal requirements in relation to the Disability Equality Duty.

3. Who will be the main beneficiaries of the strategy/project/policy?

All resident of Rossendale

4. Use the table below to tick:

(a) Where you think that the strategy/project/ policy could have a negative impact on any of the equality target groups i.e. it could disadvantage them

(b) Where you think that the strategy/project/ policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		Positive impact – it could benefit	Negative impact – it could disadvantage	Reason
Gender	Women	√		The main aim of the Disability Equality Scheme is to involve disabled people in the development of the Council's Functions and Policies.
	Men	√		“
Race	Asian or Asian British people	√		“
	Black or black British people	√		“
	People of mixed race	√		“
	Irish people	√		“
	White people	√		“
	Chinese people and other minority ethnic communities not listed above	√		“
Disability	Physical	√		“
	Sensory	√		“
Sexuality	Lesbians, gay men and bisexuals	√		“
Gender Identity	Trans people	√		“
Age	Older people (60 +)	√		“
	Younger people (17-25), and children	√		“
Belief	Faith groups	√		“
Equal opportunities and /or improved relations				“

Notes:

Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, and Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot, Italian and Polish that do not appear as separate categories in the census.

5. If you have indicated there is a negative impact on any group, is that impact:

No Negative Impact

6. a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

b) Could you improve the strategy, project or policy's positive impact?

Explain how:

You may wish to use the action sheet at the end of Section Two.

7. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

SignedLiz Murphy.....

Date.....16 January 2007