

INITIAL EQUALITY IMPACT ASSESSMENT

INTIAL LOOP	ALITI IIVII AOT AOOLO				
Name of Policy, Decision, Strategy, Service or Function,	Social Media / Networking Policy				
Other: (please indicate)	Guidance for Members				
Load Officer Name/a\ 9	Katia Caa Camanata Ci	fficer			
Lead Officer Name(s) & Job Title(s) :	Katie Gee, Corporate Officer				
Department/Service Area:	People and Policy				
-					
Telephone & E-mail Contact:	01706 252454				
Date Assessment:	Commenced:	Completed:			
	11 th September 2014	9 th July 2015			
We carry out Equality Impact A					
decisions, policies or practice					
beginning of the policy develop	ment process – before a	any decisions are made.			
1. Overview					
The main aims/objectives of thi					
To provide guidance and informat					
personally and in relation to their and information on how best to us					
reputation.	oc coolai Media ana protes	of the Country			
This policy has been amended from		ocial Media policy so			
there is a separate on for Staff an (Refer to EIA Guidance for details)	d for Members.				
	view (please tiek)				
Is the policy or decision under rev	view (piease tick)				
New/proposed Mod	dified/adapted ✓	Existing			
INTERNAL ONLY					
MANAGEMENT ACTION REQUI					
Service following review by Ma	nagement Team / Progra	amme Board)			
Outcome of EIA agreed/appro Yes No	oved by Management Tear	m / Programme Board:			
Is a full EIA required Yes	No 🗌				
Referred back to Assessor for	amendment :	(date)			
 Published/made publicly avail 	Published/made publicly available on: (date)				
Signed: (Head of Service / Director) Date:					
Date of Review ² :July 2018					
[To be completed by Lead Office	er]				

Responsible Section/Team	People & Policy	Version	1
Responsible Author	Corporate Officer	Due for review	July 2018
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Date Issued: August 2013

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact from an equalities perspective on any of the protected equality groups listed below. Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people				√
	Younger people and children				√
Disability	Physical/learning/mental health				√
Gender Reassignment	Transsexual people				√
Pregnancy and Maternity					√
Race (Ethnicity or	Asian or Asian British people				✓
Nationality)	Black or black British people				✓
	Irish people				✓
	White British				✓
	Chinese people				✓
	Gypsies & Travellers				✓
	Other minority communities not listed above (please state)				√
Belief or Religion					✓
Sex	Women				✓
	Men				✓
Sexual Orientation	Gay men, gay women / lesbians and bisexual people				√
Marriage and Civil Pa	rtnership (employment only)				✓
Contribution to equality of opportunity					✓
Contribution to fostering good relations between different					✓
	g on well together – valuing one another,				
respect and understa	nding)				
Human Rights					
http://intranet/site/scripts/documents_info.php?categoryID=86&					
documentID=251					

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