

Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Equality, Diversity and Inclusion Policy 2024-27					
The main objective of (please insert the name of accessed document stated above):	Demonstrate our commitment to public sector equality duty, delivery of equality objectives, and providing inclusive services.					
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff) 						
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments	
<u>Gender</u>	External		X			
	Internal		X			
<u>Gender Reassignment</u>	External		X			
	Internal		X			
<u>Age</u>	External		X			
	Internal		X			

<u>Marriage and civil partnership</u>	External		X		
	Internal		X		
<u>Disability</u>	External		X		
	Internal		X		
<u>Race & Ethnicity</u>	External		X		
	Internal		X		
<u>Sexual Orientation</u>	External		X		
	Internal		X		
<u>Religion or Belief (or no Belief)</u>	External		X		
	Internal		X		
<u>Pregnancy & Maternity</u>	External		X		
	Internal		X		
<u>Other Groups</u> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)	External		X		
	Internal		X		

Please state the group/s: _____					
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Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	<p>Comment</p> <p>The policy is aimed to promote equality and diversity and accessibility to services for all residents communities and staff in the borough. The reasonable adjustments policy Supports accessibility to services for all.</p> <p>The policy is expected to have a positive effect across all protected characteristics across the life span of the Gedling Plan. Specific impacts of individual service plan actions resulting from the policy approach will be equality assessed individually.</p>
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	NA
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	For individual service plan actions, consideration of relevant data will be needed, data needs to be robust to ensure any gaps are identified.

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
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Authorisation and Review

Completing Officer	Francesca Whyley
Authorising Head of Service/Director	
Date	
Review date (if applicable)	