

Pre-Screening Equality Impact Assessment

Borough Council of
**King's Lynn &
West Norfolk**



Name of policy/service/function	Equality Policy				
Is this a new or existing policy/service/function?	Existing				
Brief summary/description of the main aims of the policy/service/function being screened. Please state if this policy/service is rigidly constrained by statutory obligations	<p>A policy to meet the Council's statutory responsibilities with regards equalities.</p> <p>The update is to refresh an existing policy to reflect changes in legislation and associated changes in working practice which have been implemented as a result.</p>				
Question	Answer				
<p>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups according to their different protected characteristic, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p>		Positive	Negative	Neutral	Unsure
	Age	√			
	Disability	√			
	Gender	√			
	Gender Re-assignment	√			
	Marriage/civil partnership	√			
	Pregnancy & maternity	√			
	Race	√			
	Religion or belief	√			
	Sexual orientation	√			
Other (low income)	√				

Question	Answer	Comments
<p>2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?</p>	No	
<p>3. Could this policy/service be perceived as impacting on communities differently?</p>	No	
<p>4. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?</p>	Yes	The policy recognises that there are groups of people who have historically, suffered unlawful discrimination. There is no evidence of this occurring within BCKL&WN.
<p>5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions?</p> <p>If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section</p>	Yes	<p>Actions: The Policy sets out how the Council will meet its statutory obligations with regards to equalities including the Public Sector Equality Duty. The aim of the policy is to remove any potential impacts upon people with protected characteristics.</p> <p>Actions agreed by EWG member: </p>
<p>Assessment completed by: Name</p>	Becky Box	
<p>Job title</p>	Policy, Performance and Personnel Manager	
<p>Date</p>	29 th August 2017	

Please Note: If there are any positive or negative impacts identified in question 1, or there any 'yes' responses to questions 2 – 4 a full impact assessment will be required.