

EQUALITY IMPACT ASSESSMENT CHECKLIST

This checklist is to be used when you are uncertain if your activity requires an EIA or not.

An Equality Impact Assessment (EIA) is a tool for identifying the potential impact of the organisation's policies, services and functions on its residents and staff. EIAs should be actively looking for negative or adverse impacts of policies, services and functions on any of the nine protected characteristics.

The checklist below contains a number of questions/prompts to assist officers and service managers to assess whether or not the activity proposed requires an EIA. Supporting literature and useful questions are supplied within the [EIA Guidance](#) to assist managers and team leaders to complete all EIAs.

Service area & dept.	Public Protection Service – Environment and Leisure	Date the activity will be implemented	01/07/2019
---------------------------------	---	--	------------

Brief description of activity	Update of existing policy for hackney carriage and private hire licences to include the use of the National Register of Taxi Licence Revocations & Refusals (NR3).
--------------------------------------	--

Answers favouring doing an EIA	Checklist question	Answers favouring not doing an EIA
<input checked="" type="checkbox"/> Yes	Does this activity involve any of the following: - Commissioning / decommissioning a service - Change to existing Council policy/strategy - Budget changes	<input type="checkbox"/> No
<input type="checkbox"/> Yes	Does the activity impact negatively on any of the protected characteristics as stated within the Equality Act (2010)?	<input checked="" type="checkbox"/> No
<input type="checkbox"/> No <input type="checkbox"/> Not sure	Is there a sufficient information / intelligence with regards to service uptake and customer profiles to understand the activity's implications?	<input checked="" type="checkbox"/> Yes
<input type="checkbox"/> No <input type="checkbox"/> Not sure	Does this activity contribute towards meeting the Equality Act's General Public Sector Equality Duty? Does it: Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act (i.e. the activity removes or minimises disadvantages suffered by people due to their protected characteristic)	<input checked="" type="checkbox"/> Yes
<input type="checkbox"/> No <input type="checkbox"/> Not sure	Advance equality of opportunity between those who share a protected characteristic and those who do not (i.e. the activity takes steps to meet the needs of people from protected groups where these are different from the needs of other people)	<input checked="" type="checkbox"/> Yes
<input checked="" type="checkbox"/> No <input type="checkbox"/> Not sure	Foster good relations between people who share a protected characteristic and those who do not (i.e. the function encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low)	<input type="checkbox"/> Yes
FOR = 2	TOTAL	AGAINST =4

Will you now be completing an EIA?

☐ Yes

☒ No

The EIA toolkit can be found [here](#)

Signature	Denise Andrews
------------------	----------------

Date	16/05/2019
-------------	------------