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 E&L	Date the activity will be implemented	01/04/2019

Brief description of activity	Delivery of the health and safety service plan to fulfil the Council's obligations as an Enforcing Authority under the Health and Safety at Work etc Act 1974.

Answers favouring doing an EIA	Checklist question	Answers favouring not doing an EIA
☐ Yes	Does this activity involve any of the following: - Commissioning / decommissioning a service - Budget changes - Change to existing Council policy/strategy	☒ No
☐ Yes	Does the activity impact negatively on any of the protected characteristics as stated within the Equality Act (2010)?	☒ No
☐ No ☐ Not sure	Is there a sufficient information / intelligence with regards to service uptake and customer profiles to understand the activity's implications?	☒ Yes
☐ Yes ☐ Not sure	**Does this activity:** Contribute towards unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act *(i.e. the activity creates or increases disadvantages suffered by people due to their protected characteristic)*	☒ No
☐ Yes ☐ Not sure	Reduce equality of opportunity between those who share a protected characteristic and those who do not *(i.e. the activity fail to meet the needs of people from protected groups where these are different from the needs of other people)*	☒ No
☐ Yes ☐ Not sure	Foster poor relations between people who share a protected characteristic and those who do not *(i.e. the function prevents people from protected groups to participate in public life or in other activities where their participation is disproportionately low)*	☒ No
FOR =0	**TOTAL**	**AGAINST =6**

Will you now be completing an EIA?   ☐ Yes   ☒ No

The EIA toolkit can be found here

Assessment Lead Signature	Denise Andrews
Checked by departmental E&D Lead	☒ **Yes** ☐ **No Gwen Kinloch**
Date	07/02/2019