

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Internal Audit & Corporate Fraud Services
Date	05.10.20
Officer carrying out screening	Siobhan Martin
Service Area	Internal Audit & Corporate Fraud Services
Project Sponsor	Shirley Jarlett - Head of Governance

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

What is proposed?	Services delivered in line with Professional Standards and legislation which always considers Human Rights Act and the Equality Act. Direct customer focus is limited in line with other Service area policy eg Right To Buy.
Why are the changes being introduced?	Not applicable. Consistent approach as normal service delivery.
What evidence is being used to support this equality impact analysis?	Case file records.
How will this change be implemented?	This is not a change, business as normal.

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age			Case by case approach considers all protected characteristics. All customers managed in accordance with professional and legal standards e.g. Public Sector Internal Audit Standards, Police and Criminal Evidence Act
Disability			“ “
Gender reassignment			“ “

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Pregnancy and maternity			“ “
Race			“ “
Religion or belief			“ “
Sex			“ “
Sexual orientation			“ “
Marriage and civil partnership			“ “

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

A. No change to current service delivery required.

Q. The report helps us to 'advance equality of opportunity...' in the following way(s):

A. No change to current service delivery required.

Q. The policy helps us to 'foster good relations...' in the following way(s):

A. No change to current service delivery required.

Q. The new provisions will be reviewed in the following way(s):

A. No change to current service delivery required

3 Sign Off

Assessment Author:	Siobhan Martin	Head of Internal Audit/Audit Partnership Manager
Project Sponsor:	Shirley Jarlett	Head of Governance

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)