



# EAST DUNBARTONSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT (EqIA) FORM

Details	
1.1	Name of Service
1.2	Title of proposal
1.3	Is this a new proposal or an update to an existing one?
1.4	Officers involved in the EqIA, including name and title
1.5	Lead Officer carrying out the EqIA
1.6	<b>Date EqIA started</b> <i>Evidence gathering for EqIA should be started prior to any document drafting or decision making</i>
1.7	<b>Date EqIA completed</b> <i>This should allow for the assessment to inform decision-making</i>
1.8	<b>What is the purpose and aims of the proposal?</b> <i>e.g. improve employability of young people aged 18-24 currently not in education, employment or training</i>

## Details

**1.9 Who does the proposal intend to affect as a service user?**  
*e.g. children and young people in East Dunbartonshire, EDC employees, unemployed and underemployed people*

**1.10 Are there any aspects of the proposal which explicitly address discrimination, victimisation or harassment? Please detail.**  
*This question may be returned to after further development of the proposal.*

**1.11 Are there any aspects of the proposal which explicitly promote equal opportunities? Please detail.**  
*This question may be returned to after further development of the proposal.*

**1.12 Are there any aspects of the proposal which explicitly foster good relations? Please detail.**  
*This question may be returned to after further development of the proposal.*

## Section 2 Evidence

Please outline what is known currently about the experiences of people under each characteristic, in relation to the services and/or activities which this proposal addresses. Include relevant sources e.g. Census or other national data sources, research reports, community consultation, service user monitoring, complaints, service provider experience.

### 2.1 Age

*Including the experiences of young people and older people.*

### 2.2 Disability

*Including the experiences of people with long term limiting health conditions.*

### 2.3 Gender Reassignment

*Where someone is living part/full time as the opposite gender to their assigned sex at birth.*

## Section 2 Evidence

### 2.4 Marriage and Civil Partnership

*This characteristic is only applicable in contexts where the proposal covers employment/employees.*

*An employee or job applicant must not receive unfavourable treatment because they are married or in a civil partnership.*

### 2.5 Pregnancy and Maternity

*This covers women as soon as they become pregnant. In the workplace this includes pregnancy-related illness.*

*When a woman gives birth or is breastfeeding, this characteristic protects them for 26 weeks.*

### 2.6 Race

*Including impact relating to race, colour, nationality (including citizenship), ethnic or national origins.*

## Section 2 Evidence

### 2.7 Religion or Belief

*Refers to any religion, including lack of religion.*

### 2.8 Sex

*Sex can mean either female or male, or a group of people like men or boys, or women or girls.*

### 2.9 Sexual orientation

*Sexual orientation includes how you choose to express your sexual orientations, such as through appearance, or through the places individuals choose to visit.*

### 2.10 Other marginalised groups

*Including but not exclusive to the experiences of unpaid carers, homeless people, ex-offenders, people with addictions, care experienced people.*

## Section 2 Evidence

**2.11 Have people who identify with any of the characteristics been involved in the development of the proposal?**

**Yes, please complete Section 2.12**

**No, please go to Section 3**

**2.12 Please outline any involvement or consultation relevant to the proposal which has been carried out or is planned.**  
*Include details, dates and summary of finding.*

## Section 3 - Impact

Based on what is known in Section 2, please outline the impact you expect the proposal to have? Advise whether Possible positive (+) impact or Possible adverse (-) impact or Neutral impact likely

### 3.1 Age

*Including impact relating young people and older people.*

### 3.2 Disability

*Including impact relating to long term limiting health conditions.*

### 3.3 Gender Reassignment

*Where someone is living part/full time as the opposite gender to their assigned sex at birth.*

## Section 3 - Impact

### 3.4 Marriage and Civil Partnership

*This characteristic is only applicable in contexts where the proposal covers employment/employees.*

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## Section 3 - Impact

### 3.7 Religion or Belief

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### 3.8 Sex

*Sex can mean either female or male, or a group of people like men or boys, or women or girls.*

### 3.9 Sexual orientation

*Sexual orientation includes how you choose to express your sexual orientations, such as through appearance, or through the places individuals choose to visit.*

## Section 3 - Impact

### 3.10 Other

*Including but not exclusive to the experiences of unpaid carers, homeless people, ex-offenders, people with addictions, care experienced people.*

### 3.11 Cross Cutting

*Where two or more characteristics above overlap and the proposal affects those people in a specific way*

## Section 4 - Assessment

Select the assessment result, from 1-4, which applies and give a brief justification.

**1. No major change**

*If this is selected you are confirming that the EQIA demonstrates the budget proposal is robust and there is no possible adverse impact.*

**Justification**

*If this is selected you must demonstrate that all opportunities to promote equality have already been taken*

**2. Continue the proposal**

*If this is selected you are confirming that the EqIA identifies possible adverse impact or missed opportunities but the proposal can be justified.*

**Justification**

*If this is selected you must set out the justifications for continuing with the proposal in terms of proportionality and relevance. For the more important proposal, more compelling reasons are needed*

## Section 4 - Assessment

### 3. Adjust the proposal

If this is selected you are confirming that the EqIA identifies possible adverse impact or missed opportunities which suggest the proposal needs to be adjusted

#### Justification

If this is selected you must set out the reasons why an adjusted proposal is required. For example to remove unjustifiable barriers or address opportunities that cannot be missed on the balance of proportionality and relevance

### 4. Stop and remove the proposal

The proposal shows actual or possible unlawful discrimination. It must be halted or significantly changed

#### Justification

If this is selected you must set out the reasons for halting the proposal or significantly changing it to avoid unlawful discrimination

## Section 5 - Actions

**5.1** Please outline how you will monitor the impact of the proposal, e.g. performance indicators used, other monitoring arrangements, assigned individuals to monitor progress, criteria used to measure outcomes

**5.2** Please outline action to be taken in order to:

- Mitigate possible adverse negative impact (listed under section 3);
- Promote possible positive impacts and;
- Gather further information or evidence

**Advise Action, Lead and Timescale**

**5.3** When is the proposal due to be reviewed

<b>Section 6 - Approval</b>	
<b>6.1 Senior Officer who this proposal will be reported by (Name and Job Title)</b> <i>Please ensure the EDC Equality lead has been contacted regarding this EqIA</i>	
<b>6.2 Signature</b>	
<b>6.3 Date</b>	