

### Equality Impact Assessment: Screening Pro Forma

<b>Section</b>	<b>HR</b>	<b>Officer responsible for the screening/scoping</b>			
<b>Name of Policy to be assessed</b>	Adoption of the broad principles of the UN Convention on the Rights of People with Disabilities	<b>Date of Assessment</b>	25/09/2010	<b>Is this a proposed new or existing policy/procedure/practice?</b>	New
<b>1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice?</b>		Recognising that the UK Government ratified this Convention (subject to certain reservations) on 8 June 2009, the Council aims to take into account the broad principles of the Convention in considering how the support human rights and equality of opportunity			
<b>2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.</b>		Strongly supports the attainment of 'excellent' status under the Equality Framework for Local Government.			
<b>3. Who is intended to benefit from this policy and in what way?</b>		Disability support groups and individual members of the community and staff with disabilities			
<b>4. What outcomes are wanted from this policy/procedures/practice?</b>		Promotion of the human rights of people with disabilities and supporting the elimination of discrimination against people on disability grounds, furthering equality of opportunity on disability grounds and promoting good relations between disabled people and people from other protected groups.			
<b>5. What factors/forces could contribute/detract from the outcomes?</b>		Lack of application of this and related Council policies and procedures. Unwillingness of people with a disability to declare that they have a disability.			
<b>6. Who are the main stakeholders in relation to the policy?</b>	Councillors, Management Team, HR, all other employees and service users	<b>7. Who implements the policy, and who is responsible for the policy?</b>	Executive and Management Team through the Strategic Director for E&D, HR and the Equality and Diversity Action Group. Responsibility for the policy rests with HR		
<b>8. Are there concerns that the policy could have</b>				The activity is specifically to support the human rights of people with disabilities. The	

<b>a differential impact on racial groups?</b>	≠	<b>N</b>	broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on race grounds will help identify that the council continues to respect the human rights of people from BME groups and works towards equality of opportunity for this protected group.		
<b>9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?</b>	≠	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on gender grounds will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		
<b>10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?</b>	Y	≠	The Convention is targeted at ensuring that disabled people enjoy the same human rights as non-disabled people. Reasonably, this may include taking positive action
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on disability grounds may be used to establish where positive action could be necessary and to ensure that actions taken in the spirit of the Convention do have a positive impact.		
<b>11. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?</b>	≠	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of sexual orientation will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		
<b>12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?</b>	≠	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.

<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of age will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity (in employment) for this protected group.		
<b>13. Are there concerns that the policy <u>could</u> have a differential impact due to their religious belief?</b>	≠	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of religion/belief will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		
<b>14. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependants/caring responsibilities?</b>	≠	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of carer responsibilities will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		
<b>15. Are there concerns that the policy <u>could</u> have a differential impact on grounds of marital status or civil partnership.</b>			The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of marriage/civil partnership will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		
<b>16. Are there concerns that the policy <u>could</u> have a differential impact due a woman's pregnancy or maternity?</b>	≠	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of pregnancy/maternity will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		

<b>17. Are there concerns that the policy <u>could</u> have a differential impact due to them being Transgender or transsexual?</b>	<b>Y</b>	<b>N</b>	The activity is specifically to support the human rights of people with disabilities. The broad principles apply equally to other people whose needs are addressed in the Human Rights Act 1998. The recognition of this Convention will not mean that the rights and needs of other protected groups are compromised.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Equality monitoring on grounds of trans (in employment) will help identify that the council continues to respect the human rights of all people and works towards equality of opportunity for this protected group.		
<b>18. Could the differential impact identified in 8-17 amount to there being the potential for adverse impact in this policy/procedure/practice?</b>	<b>≠</b>	<b>N</b>	The point is made that, through the use of monitoring, action will be taken to ensure that the emphasis placed by the Convention on the human rights of disabled people does not compromise the human rights and equality of opportunity for others
<b>19. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</b>	<b>Y</b>	<b>≠</b>	The Convention recognises that, with the significant differences between different types of disability, the human rights of people with disabilities may be more likely to be compromised.
<b>Business improvement</b>  <b>20. Is there any concern that there are unmet needs in relation to any of the above groups?</b>	<b>≠</b>	<b>N</b>	Not specifically as a consequence of recognising and applying the principles of the Convention but see 19 above..
<b>21. Does differential impact or unmet need cut across the equality strands (e.g. elder BME groups)?</b>	<b>≠</b>	<b>N</b>	

<p><b>22. If yes, should the full EIA be conducted jointly with another service area/contractor/partner/agency?</b></p>	<p>¥</p>	<p><b>N</b></p>	<p>Not applicable</p>																												
<p><b>23. Is there a missed opportunity to improve this activity in relation to the duty to eliminate unlawful discrimination and advance equality of opportunity on grounds of race, gender, disability, age, sexual orientation, religion or belief equality, marriage/civil partnership and pregnancy/maternity?</b></p>	<p>¥</p>	<p><b>N</b></p>	<p>The Convention recognises the need to go further to ensure the human rights of people with disabilities.</p>																												
<p><b>24. Should the policy proceed to a full equality impact assessment?</b></p>	<p>¥</p>	<p><b>N</b></p>	<p>0 – no possible relevance or adverse impact  1 – extremely low relevance and adverse impact  2 – relatively low relevance and adverse impact  3 – medium relevance and adverse impact  4 - relatively high relevance and adverse impact</p> <table border="1" data-bbox="1496 884 2123 1093"> <tr> <td>0-11 points</td> <td>low adverse impact, no need for full EIA</td> </tr> <tr> <td>12-20points</td> <td>medium adverse impact, full EIA required</td> </tr> <tr> <td>21-27 points</td> <td>high adverse impact, full EIA required</td> </tr> </table> <table border="1" data-bbox="873 997 2132 1093"> <thead> <tr> <th>Age</th> <th>Disability</th> <th>Mat</th> <th>Gender</th> <th>Marriage</th> <th>Race</th> <th>Trans</th> <th>Sexuality</th> <th>Religion</th> <th>Total</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>8</td> <td>Low</td> </tr> </tbody> </table>	0-11 points	low adverse impact, no need for full EIA	12-20points	medium adverse impact, full EIA required	21-27 points	high adverse impact, full EIA required	Age	Disability	Mat	Gender	Marriage	Race	Trans	Sexuality	Religion	Total	Impact	1	0	1	1	1	1	1	1	1	8	Low
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<p><b>25. If No, are there any changes required to the policy to improve it around the equality agenda?</b></p>	<p>¥</p>	<p><b>N</b></p>	<p>The adoption of the Convention principles is designed to improve equality of opportunity for people with disabilities</p>																												

**Signed**  
**(completing officer)**

**Date 13 September 2010**

**Signed**  
**(Head of Section)**

**Date**

**Countersigned**  
**(Member of Equality Action Group)**

**Date**