EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: LG Pension Scheme Employer Responsibilities and Discretionary powers			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Richard Mears	**Chief Executive's**	**HR**	**27/5/2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
John Cook	**28/5/2014**	**11th July 2014**	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members to agree the new employer responsibilities and discretionary powers with respect to the new Local Government Pension Scheme (LGPS) Arrangements which commenced on 1st April 2014.

Appoint Finance Manager / S151 Officer to be the Authority's adjudicator for any Scheme disputes.

2 Which groups of people is the policy/service likely to effect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			√	Race			√
Disability			√	Religion or Belief			√
Gender reassignment			√	Sex			√
Marriage or civil partnership			√	Sexual Orientation			√
Pregnancy and maternity			√	Welsh Language			√

Please explain the nature of the effect:

None

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

None

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

None

5 What data has been used for this assessment?

N/A

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?			I
Is the potential impact significant?			I
Is the scale/cost to the Authority significant?			I
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

NO

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: State of the Park Report			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Matt Scanlon	**CEO**	**IT**	**24/6/14**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
		Date: 24/6/14	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

The report uses data from selected indicators to demonstrate trends and identify how the Park is changing. It demonstrates the 'health' of the park under the 6 themes of the Management Plan.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			X	Race			X
Disability			X	Religion or Belief			X
Gender reassignment			X	Sex			X
Marriage or civil partnership			X	Sexual Orientation			X
Pregnancy and maternity			X	Welsh Language			X

Please explain the nature of the effect:

The State of the Park Report identifies the current state of the park and does not attempt to influence policy or a particular service. Some of the projects planned through the Authority's Corporate Goals will benefit the communities within the National Park boundaries - a percentage of whom fall within the groups listed above. The State of the Park report may inform future decisions however it does not target particular groups. Projects will be delivered in line with our Welsh Language Scheme supporting Welsh Language speakers.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

I would not expect any negative impact for individuals within the groups above to be negatively impacted by the State of the Park Report.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

I would not expect any negative impact for individuals within the groups above to be negatively impacted by the State of the Park Report.

5 What data has been used for this assessment?

Meetings with the working group and relevant managers to discuss indicators and data to be used in the State of the Park report.

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?			I
Is the potential impact significant?			I
Is the scale/cost to the Authority significant?			I
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: State of the Park Report			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Matt Scanlon	**CEO**	**IT**	**24/6/14**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
		Date: 24/6/14	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

The report uses data from selected indicators to demonstrate trends and identify how the Park is changing. It demonstrates the 'health' of the park under the 6 themes of the Management Plan.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			X	Race			X
Disability			X	Religion or Belief			X
Gender reassignment			X	Sex			X
Marriage or civil partnership			X	Sexual Orientation			X
Pregnancy and maternity			X	Welsh Language			X

Please explain the nature of the effect:

The State of the Park Report identifies the current state of the park and does not attempt to influence policy or a particular service. Some of the projects planned through the Authority's Corporate Goals will benefit the communities within the National Park boundaries - a percentage of whom fall within the groups listed above. The State of the Park report may inform future decisions however it does not target particular groups. Projects will be delivered in line with our Welsh Language Scheme supporting Welsh Language speakers.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

I would not expect any negative impact for individuals within the groups above to be negatively impacted by the State of the Park Report.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

I would not expect any negative impact for individuals within the groups above to be negatively impacted by the State of the Park Report.

5 What data has been used for this assessment?

Meetings with the working group and relevant managers to discuss indicators and data to be used in the State of the Park report.

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?			I
Is the potential impact significant?			I
Is the scale/cost to the Authority significant?			I
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Schedule of Member Remuneration 2014-15			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Julia Gruffydd	**CEO**	**Democratic Services**	**28 June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
John Cook	**30/6/14**	**11 July 2014**	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

To approve the updated Schedule of Member Remuneration in line with recommendations made by the Independent Remuneration Panel for Wales

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age	√			Race	√		
Disability	√			**Religion or Belief**	√		
Gender reassignment	√			**Sex**	√		
Marriage or civil partnership	√			**Sexual Orientation**	√		
Pregnancy and maternity	√			**Welsh Language**	√		

Please explain the nature of the effect:

The recommendations from the IRPW include an increase in allowances

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

No negative impact – the recommendations are to increase allowances

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

No effect on staff as this is an allowance scheme for members of the National Park Authority

5 What data has been used for this assessment?

None

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score	**3 (low)**		

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

Yes / No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Appointment of Member to Regional Tourism Forum			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Julia Gruffydd	**CEO**	**Democratic Services**	**30 June 2014**
Approved by (Head of Service):	**Date: 1/7/14**	**Report for NPA – 11 July 2014**	
John Cook			

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

To appoint a member to the regional tourism forum when established.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age	√			Race	√		
Disability	√			Religion or Belief	√		
Gender reassignment	√			Sex	√		
Marriage or civil partnership	√			Sexual Orientation	√		
Pregnancy and maternity	√			Welsh Language	√		

Please explain the nature of the effect:

Potentially positive impact on all protected characteristics through representation of the National Park Authority on the tourism body

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

No evidence of any negative impact or discriminatory effect – the forum is not yet in existence.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

Potentially positive impact on staff through member and senior officer representation of the Authority on the forum

5 What data has been used for this assessment?

None available yet

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

Yes / No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Cwrt Y Gollen Development Brief			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Ryan Greaney	**Planning**	**Strategy and Policy**	**19th June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
Tracy Nettleton			

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members are asked to review the responses to the recent consultation on the Draft Cwrt Y Gollen Development Brief, and agree to endorse the amended document for the purposes of Supplementary Planning Guidance.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			x
Disability			x	Religion or Belief			x
Gender reassignment			x	Sex			x
Marriage or civil partnership			x	Sexual Orientation			x
Pregnancy and maternity			x	Welsh Language			x

Please explain the nature of the effect:

Not applicable as the impact is considered to be neutral.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the adoption of the Draft Cwrt Y Gollen Development Brief. This document seeks to limit adverse impact from future development proposals through establishing the principles of development on this site. Therefore it is concluded there will be no negative impact on any of the identified groups above.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the adoption of the Draft Cwrt Y Gollen Development Brief. This document seeks to limit adverse impact from future development proposals through establishing the principles of development on this site. Therefore it is concluded there will be no negative impact on any of the NPA staff.

5 What data has been used for this assessment?

n/a

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Consultation Draft Landscape			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Helen Fry	**Planning**	**Strategy and Policy**	**19th June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
Tracy Nettleton	**19th June 2014**		

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members are asked to note the content of the draft Landscape and Development SPG and agree that it can be sent out to public consultation for a period of 8 weeks.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			x
Disability			x	Religion or Belief			x
Gender reassignment			x	Sex			x
Marriage or civil partnership			x	Sexual Orientation			x
Pregnancy and maternity			x	Welsh Language			x

Please explain the nature of the effect:

Not applicable as the impact is considered to be neutral.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the draft Landscape and Development SPG and to seek approval to go out to public consultation for a period of 8 weeks. There is, therefore, no negative impact.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the draft Landscape and Development SPG and to seek approval to go out to public consultation for a period of 8 weeks. Accordingly, there would be no discriminatory effect on staff in relation to the protected characteristics listed above.

5 What data has been used for this assessment?

n/a

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Draft SPG CYD LP1 Enabling Appropriate Development			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Ryan Greaney	**Planning**	**Strategy and Policy**	**19th June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
Tracy Nettleton			

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members are asked to note the content of the draft SPG and agree that it can be sent out to public consultation for a period of 8 weeks.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			x
Disability			x	Religion or Belief			x
Gender reassignment			x	Sex			x
Marriage or civil partnership			x	Sexual Orientation			x
Pregnancy and maternity			x	Welsh Language			x

Please explain the nature of the effect:

Not applicable as the impact is considered to be neutral.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the draft CYD LP1 Enabling Appropriate Development SPG and to seek approval to go out to public consultation for a period of 8 weeks. There is, therefore, no negative impact.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the draft CYD LP1 SPG and to seek approval to go out to public consultation for a period of 8 weeks. Accordingly, there would be no discriminatory effect on staff in relation to the protected characteristics listed above.

5 What data has been used for this assessment?

n/a

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score		**3**	

Scoring

☐ 5	Minor	No significant impact	No further action required
☐ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
☐ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Enforcement Update			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Ryan Greaney	**Planning**	**Strategy and Policy**	**4th March 2014**
Approved by (Head of Service):	**Date: 4th March 2014**	**Report for NPA**	
Tracy Nettleton		**21st March 2014**	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members are asked to note the content of the draft planning obligation strategy and agree that it can be sent out to public consultation for a period of 8 weeks

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			x
Disability			x	Religion or Belief			x
Gender reassignment			x	Sex			x
Marriage or civil partnership			x	Sexual Orientation			x
Pregnancy and maternity			x	Welsh Language			x

Please explain the nature of the effect:

Not applicable as the impact is considered to be neutral.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the draft Planning Obligation Strategy and to seek approval to go out to public consultation for a period of 8 weeks. There is, therefore, no negative impact.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to the draft Planning Obligation Strategy and to seek approval to go out to public consultation for a period of 8 weeks. Accordingly, there would be no discriminatory effect on staff in relation to the protected characteristics listed above.

5 What data has been used for this assessment?

n/a

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score		3	

Scoring

☐ 5	Minor	No significant impact	No further action required
☐ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
☐ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Scheme of Delegation			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Ryan Greaney	**Planning**	**Strategy and Policy**	**19th June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
Tracy Nettleton			

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members are asked to consider the proposed amendments to the Scheme of Delegation.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			x
Disability			x	Religion or Belief			x
Gender reassignment			x	Sex			x
Marriage or civil partnership			x	Sexual Orientation			x
Pregnancy and maternity			x	Welsh Language			x

Please explain the nature of the effect:

Not applicable as the impact is considered to be neutral.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to amendments to an internal document. Therefore, it is concluded there will be no negative impact on any of the identified groups above.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The report relates to amendments to the Scheme of Delegation which gives the relevant officers delegated powers commensurate to their level of responsibility. Therefore it is concluded there will be no negative impact on any of the NPA staff.

5 What data has been used for this assessment?

n/a

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Red Grouse Shooting Rights on the Hatterrall Hill			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Bradley Welch	**Countryside**	**Ecology**	**6 June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
		Date: 11 July 2014	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

To determine the future policy relating to red grouse shooting rights on the Hatterrall Hill.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			x
Disability			x	Religion or Belief			x
Gender reassignment			x	Sex			x
Marriage or civil partnership			x	Sexual Orientation			x
Pregnancy and maternity			x	Welsh Language			x

Please explain the nature of the effect:

The main population to be affected will be the red grouse population on the Hatterrall Hill. There will be a minimal effect on Dr. Davies and the shooting participants.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The management target is to improve upland breeding bird habitat, particularly red grouse on Hatterrall Hill. The small number of people who currently shoot one day per year on the hill will experience a minimum impact of shooting events are suspended for a short period of time. The make-up of the group is irrelevant to the potential policies to be implemented.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

Staff will continue to provide the services we have done for the last 17 years.

5 What data has been used for this assessment?

Red grouse harvest data since 1913.

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?			1
Is the potential impact significant?			1
Is the scale/cost to the Authority significant?			1
Score		**3**	

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Early release of Local Government Pension Scheme benefits			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Richard Mears	**Chief Executive's**	**HR**	**27th June 2014**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
John Cook	**27th June 2014**	**11th July 2014**	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Members to agree the early release of pension benefits for an ex-employee who has applied to the Local Government Pension Scheme for early release of her pension

2 Which groups of people is the policy/service likely to effect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age	√			Race			√
Disability	√			Religion or Belief			√
Gender reassignment			√	Sex			√
Marriage or civil partnership			√	Sexual Orientation			√
Pregnancy and maternity			√	Welsh Language			√

Please explain the nature of the effect:

Positive effect on an individual who has a disability and is unable to work.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

None

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

None

5 What data has been used for this assessment?

N/A

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?			I
Is the potential impact significant?			I
Is the scale/cost to the Authority significant?			I
Score	**3**		

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

NO

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Proposed Retirement of Assistant Area Warden			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
Julian Atkins	**CLM**		**30/6/14**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
		Date: July 11th, 2014	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

Report affects the Authority's Wardens Service which delivers public facing access/recreation/conservation/ and land management activities

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			X	Race			X
Disability			X	Religion or Belief			X
Gender reassignment			X	Sex			X
Marriage or civil partnership			X	Sexual Orientation			X
Pregnancy and maternity			X	Welsh Language			X

Please explain the nature of the effect:

The request for retirement will affect the core capacity of the Warden's service but this will be offset by the HLF Skills in Action trainee placements which will help maintain service delivery capacity. The request if approved will enable a member of staff with long service to enjoy a well earned retirement.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

No, the decision to be made relates to one particular individual and will not result in any negative or discriminatory impact upon the characteristics identified. If approved it will require the coverage of the Warden's individual areas to be adjusted in size.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age	X	Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

If the recommendation of the report is not accepted there is a risk that the individual concerned will choose not to retire which would be against that person's wishes. It would also mean that a further post of equivalent pay grade would have to be made redundant to achieve the savings identified for 2015-16.

5 What data has been used for this assessment?

Financial data relating to salary and pension costs

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	**Medium**	**Low**
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score	**1+1+3=5**		

Scoring

☐ 5	Minor	No significant impact	No further action required
☐ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
☐ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

EQUALITY IMPACT ASSESSMENT SCREENING FORM

Name of Policy/Service: Voluntary Cap on Indemnities			
Assessor(s):	**Directorate:**	**Department:**	**Date assessed:**
R Edwards	**Corporate Services**	**Legal**	**27/6/14**
Approved by (Head of Service):	**Date:**	**Report for NPA**	
		Date: 11/7/14	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

It is neither a policy nor a service. The report relates to a request from the Welsh Government and PSOW for local authorities to introduce a cap on the level of indemnity given to members in the event that they have to defend a claim of breach of the code of conduct.

2 Which groups of people is the policy/service likely to affect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age			x	Race			X
Disability			x	Religion or Belief			X
Gender reassignment			x	Sex			X
Marriage or civil partnership			x	Sexual Orientation			X
Pregnancy and maternity			x	Welsh Language			X

Please explain the nature of the effect:

The level of indemnity members are provided with will be lower than under the current insurance policy.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

There will be no negative impact on the groups outlined above. The group affected by the change will be all of the Members. No distinction will be drawn based on any of the criteria above.

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

The proposal does not affect staff.

5 What data has been used for this assessment?

A superficial factual analysis shows that the report only relates to Members and not to staff.

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	Medium	Low
Are a large number of people affected?	5	3	1
Is the potential impact significant?	5	3	1
Is the scale/cost to the Authority significant?	5	3	1
Score	**3**		

Scoring

□ 5	Minor	No significant impact	No further action required
□ 6 - 9	Medium	Some impact	Further consultation to decide whether full impact assessment is necessary
□ 10 -15	High	Significant impact	Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

Yes / No