

# Equality Impact Assessment Screening Form

|  |                     |                           |                       |
|--|---------------------|---------------------------|-----------------------|
| <b>Name of Policy/Service: Democratic Services</b> |                     |                           |                       |
| <b>Assessor(s):</b>                                | <b>Directorate:</b> | <b>Department:</b>        | <b>Date assessed:</b> |
| Julia Gruffydd                                     | CEO                 | Democratic Services       | 28 May 2014           |
| <b>Approved by (Head of Service):</b>              | <b>Date:</b>        | <b>Report for ASC</b>     |                       |
| John Cook  |                     | <b>Date: 20 June 2014</b> |                       |

## EQUALITY IMPACT ASSESSMENT SCREENING

### 1 Purpose of Policy/Service:

To seek approval of the Annual Governance Statement for 2013-14 and its inclusion with the Annual Statement of Accounts.

### 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:

Highlights potentially positive effect on all protected characteristics as the document refers to improvements in governance and service delivery.

**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 anticipated negative impact on any group. No evidence held.

**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               | 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 |

No adverse effects

**5 What data has been used for this assessment?**

The AGS is a reporting mechanism which makes reference to capacity and resources.

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   |
| <b>Score 3</b>                                  | <b>Low</b>         |        |     |

**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

|   |                     |                           |                       |
|---|---------------------|---------------------------|-----------------------|
| <b>Name of Policy/Service: Democratic Services (Scrutiny)</b> |                     |                           |                       |
| <b>Assessor(s):</b>   | <b>Directorate:</b> | <b>Department:</b>        | <b>Date assessed:</b> |
| Julia Gruffydd  | CEO                 | Democratic Services       | 28 May 2014           |
| <b>Approved by (Head of Service):</b>                         | <b>Date:</b>        | <b>Report for ASC</b>     |                       |
| John Cook   |                     | <b>Date: 20 June 2014</b> |                       |

## EQUALITY IMPACT ASSESSMENT SCREENING

### 1 Purpose of Policy/Service:

To seek approval for an action plan to implement the recommendations of the Scrutiny Review into the effectiveness of the Authority in enhancing the archaeological heritage of the Park

### 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 effect on all protected characteristics as the action plan aims to improve service delivery, interpretation and site management for the benefit of visitors and local residents.

**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 anticipated negative impact on any group (see benefits above). No evidence held.

**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               | 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 |

No adverse effects

**5 What data has been used for this assessment?**

The action plan has been drafted in consultation with the Heritage Officer (Archaeology), her line manager and the head of service and takes into account capacity and resources.

**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   |
| <b>Score 3</b>                                  | <b>Low</b>         |        |     |

**Scoring**

- 5 Minor No significant impact No further action required
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**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**