

Appendix 1: Equality Impact Assessment Screening:

Prior to completing this screening document you may wish to review with the accompanying guidance:

1. Context:

This EIA screening is undertaken because the paper requires a decision in relation to: (Please delete as appropriate):

- Policy review – Civil Emergency Human Resource Planning

2. Relevance to the Public sector Equality Duty:

Consider Each aim of the General Duty (outlined below), and explain which aspects of the paper are relevant:

- 1) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

Consideration has been given to pregnant women, sickness management including disability related sickness, carers, and individuals with long term and chronic conditions.

- 2) Advance equality of opportunity between people who share a protected characteristic and those who do not.

This policy does not pay particular regard to advancing equality of opportunity between people who share a protected characteristic and those who do not.

- 3) Foster good relations between people who share a protected characteristic and those who do not.

This aspect of the duty is relevant to the policy and nothing has been identified that will damage relations between people who share a protected characteristic and those who do not.

3. Impact on Protected Groups:

Has the above identified that the paper has any relevance to any of the following protected characteristics?

Age.	Yes	Disability.	Yes	Sexual Orientation.	No
Race.	No	Sex.	Yes	Religion or Belief.	Yes

Gender Reassignment.	No	Pregnancy & Maternity.	Yes	Marriage or Civil Partnership Status	No
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4. Health Inequalities:

Does it relate to an area with known Health Inequalities? No

5. Where it is considered that the paper has no relevance to the General Duty or Protected Groups, this should be recorded here with reasons along with any advice received:

6. Conclusion:

Proceed to full EIA: No
Quality Assured by: David Harris, Senior Equality Advisor SWCSU
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