

## Scoping for Equality Impact

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

The duty also covers marriage and civil partnership<sup>1</sup> but only with regard to eliminating discrimination. And in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of StaffNet

[http://staffnet.valeofglamorgan.gov.uk/corp\\_cust\\_services/equalities.aspx](http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities.aspx)

Title and description of the policy, procedure, practice or decision (referred to as "policy" throughout form).	Decision to reduce expenditure on Service Level Agreements in Adult Services with particular reference the arrangement with Diverse Cymru
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Who is responsible for developing and implementing the policy?

Name	Lance Carver
Job Title	Head of Service
Division / Directorate	Adult Services

**1. Who will be affected by this policy?**

Examples may include Vale of Glamorgan residents, internal department(s), a specific group of customers or employees, customers or residents in a specific location.

Please specify:

**2. What will be the impact of this policy / decision / practice on people because of their age?**

- Positive
- Negative
- Neutral / insignificant

What age groups will the policy impact upon?

- Young people (children and young people, up to 18)
- People 18- 50
- Older people (50+)
- All
- Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

**3. What will be the impact of this policy / decision / practice on disabled people?**

- Positive
- Negative
- Neutral / insignificant

Which impairment(s)?

- Visual
- Hearing
- Physical disability
- Learning disability
- Mental health condition
- All
- Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact? Potential reduction in service

**4. What will be the impact of this policy / decision / practice on different genders?**

- Positive
- Negative
- Neutral / insignificant

Will the impact be on:

- Men
- Women

Reasons for your decision (including evidence) / How might it impact?

**5. What will be the impact of this policy / decision / practice on trans people?**

	Positive	<input type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral / insignificant	x
Reasons for your decision (including evidence) / How might it impact?		

6. What will be the impact of this policy / decision / practice on marital status and civil partnership? (<sup>1</sup> see note on page 1)

	Positive	<input type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral / insignificant	x
Reasons for your decision (including evidence) / How might it impact?		

7. What will be the impact of this policy / decision / practice on pregnancy and/or maternity?

	Positive	<input type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral / insignificant	x
Reasons for your decision (including evidence) / How might it impact?		

8. What will be the impact of this policy / decision / practice on different groups because of their race?

	Positive	<input type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral / insignificant	x

Please indicate groups that may be affected:

	Ethnic minorities	<input type="checkbox"/>
	Nationalities	<input type="checkbox"/>
	Asylum seekers / refugees	<input type="checkbox"/>
	Gypsies / Travellers	<input type="checkbox"/>
	All	<input type="checkbox"/>

Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

9. What will be the impact of this policy / decision / practice on different groups because of their religion, belief or non-belief?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Religious group(s)   
(please specify) \_\_\_\_\_
- Belief (e.g. Humanism)   
(please specify) \_\_\_\_\_
- Non-belief   
(please specify) \_\_\_\_\_
- All

Reasons for your decision (including evidence) / How might it impact?

10. What will be the impact of this policy / decision / practice on different groups because of their sexual orientation?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Gay men
- Lesbians
- Bisexuals
- All
- Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

11. What will be the impact of this policy / decision / practice on the Welsh language?

Positive

Negative

Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

12. If you have identified any positive or negative impact (other than negligible) upon any protected characteristic groups or individuals then you must complete a full impact assessment.

Is a full equality impact assessment required

Yes x

No

13. Authorisation

This form must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Lance Carver
Job Title	Head of Service
Date	11/12/14

Signature \_\_\_\_\_

On completion of this form send a signed copy and an electronic copy to the Equalities Section: [tsgreaves@valeofglamorgan.gov.uk](mailto:tsgreaves@valeofglamorgan.gov.uk). For support, ring: 01446 709446