

## **Equality Screening Template**

### **Part 1: Policy Scoping**

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities.

#### **Information about the policy**

**Name of the policy:** Maternity Policy

**Is this an existing, revised or a new policy?** Revised

**What is it trying to achieve? (intended aims/outcomes)**

To update the existing policy and procedures in line with legislation.

**Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.**

**NO**

**Who initiated or wrote the policy?** Human Resources

**Who owns and who implements the policy?** Human Resources

## **Implementation factors**

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they:

- Financial
- Legislative
- Other, please specify

## **Main stakeholders affected**

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- Staff
- Service users
- Other public sector organisations
- Voluntary/community/trade unions
- Other, please specify

## **Other policies with a bearing on this policy**

**What are they?**

**Who owns them?**

## Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Please specify details for each of the Section 75 categories.

<b>Section 75 category</b>	<b>Details of evidence/information</b>
<b>Religious Belief</b>	None
<b>Political Opinion</b>	None
<b>Racial Group</b>	None
<b>Age</b>	None
<b>Marital Status</b>	None
<b>Sexual Orientation</b>	None
<b>Men and Women generally</b>	None
<b>Disability</b>	None
<b>Dependants</b>	None

## Needs, experiences and priorities

Taking into account the information referred to previously, are there different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Please specify details as appropriate for each of the Section 75 categories.

<b>Section 75 category</b>	<b>Yes/No/Not sure</b>	<b>If yes, please provide details of needs/experiences/priorities</b>
<b>Religious Belief</b>	No	
<b>Political Opinion</b>	No	
<b>Racial Group</b>	No	
<b>Age</b>	No	
<b>Marital Status</b>	No	
<b>Sexual Orientation</b>	No	
<b>Men and Women generally</b>	No	
<b>Disability</b>	No	
<b>Dependants</b>	No	

## Part 2: Screening Questions

**1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories (minor/major/none)?**

<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? Minor/major/none</b>
<b>Religious belief</b>	None	None
<b>Political opinion</b>	None	None
<b>Racial group</b>	None	None
<b>Age</b>	None	None
<b>Marital status</b>	None	None
<b>Sexual orientation</b>	None	None
<b>Men and women generally</b>	None	None
<b>Disability</b>	None	None
<b>Dependents</b>	None	None

**2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?**

<b>Section 75 category</b>	<b>Is <u>Yes</u>, provide details</b>	<b>If <u>No</u>, provide reasons</b>
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<b>Religious belief</b>	No	No
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<b>Political opinion</b>	No	No
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<b>Racial group</b>	No	No
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<b>Age</b>	No	No
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<b>Marital status</b>	No	No
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<b>Sexual orientation</b>	No	No
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<b>Men and women generally</b>	No	No
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<b>Disability</b>	No	No
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<b>Dependents</b>	No	No
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**3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group (minor/major/none)?**

<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact minor/major/none</b>
<b>Religious belief</b>	None	None
<b>Political opinion</b>	None	None
<b>Racial group</b>	None	None

**4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	<b>If <u>Yes</u>, provide details</b>	<b>If <u>No</u>, provide reasons</b>
<b>Religious belief</b>	No	Policy applies to all CCEA staff, irrespective of S75 characteristics.
<b>Political opinion</b>	No	As above
<b>Racial group</b>	No	As above

## **Additional considerations**

### **Multiple identity**

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

*(For example: disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

**Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.**

None



### Part 3: Screening decision

Decision	Please tick ✓ as appropriate
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The policy has been 'screened in' for equality impact assessment.

The policy has been 'screened out' for equality impact assessment.

X

**If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.**

**If the decision is not to conduct an equality impact assessment, please provide details of the reasons.**

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### Mitigation

If the decision is not to conduct an equality impact assessment you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

**Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality or opportunity and/or good relations?**

Yes

No

X

**If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.**

## Timetabling and prioritising

If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to CCEA's functions	N/A

The total rating score will be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist CCEA in timetabling.

## Part 4: Monitoring

Where a policy has been amended or an alternative policy introduced, effective monitoring will help you identify any future adverse impact arising from the policy, which may lead to carrying out an equality impact assessment, as well as helping with future planning and policy development.

## Part 5: Approval and authorisation

Screened by: R Bryans

Position: Sen HR Advisor

Date: 03/02/2020

Approved by: M Matthewson

Position: Interim HR Manager

Date: 03/02/2020

