

Equality Impact Assessment – Age Concern

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

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|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | Some clients have disabilities |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | ✓ | ✓ | ✓ | | | Provide support services to vulnerable older people. |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Barnsbury School Parent Teacher Association

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

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|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (4-11) | ✓ | ✓ | ✓ | | | Mini bus will enable pupils to access wider range of opportunities & activities. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Boom Credit Union

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

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|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Services available to all sections of the community. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

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|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Services aimed at those financially excluded from high street financial services. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Browns Community Services CIC

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|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | ✓ | ✓ | ✓ | | | To support clients with multiple and complex needs & break trans-generational cycles of dysfunction. |
| | Women | ✓ | ✓ | ✓ | | | “ |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

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|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | ✓ | | | | | | Focuses on breaking trans generational cycles and transforming the lives and wellbeing of socially exclude disadvantaged and vulnerable individuals |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Byfleet Methodist Church

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|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Church hall used by range of groups. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

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|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Byfleet Village Football Club

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|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

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|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (5-18) | ✓ | ✓ | ✓ | | | Provides football to local children. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Challengers

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|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | ✓ | | | Provides play and youth schemes for local children & young people |
| | Sensory | ✓ | ✓ | ✓ | | | “ |
| | Learning Difficulties | ✓ | ✓ | ✓ | | | “ |
| | Mental Health | | | | ✓ | | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | ✓ | | |
| Age | Older people (50+) | | | | ✓ | | |
| | Younger people (5-18) | ✓ | ✓ | ✓ | | | |
| Religion or Belief | Faith Groups | | | | ✓ | | |
| Pregnancy & maternity | | | | | ✓ | | |
| Marriage & Civil Partnership | | | | | ✓ | | |
| Socio-economic Background | | | | | ✓ | | |
| Carers | ✓ | | | | | | Provides respite for carers |

Equality Impact Assessment – Chobham Rugby Football Club

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|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (11 -16) | ✓ | ✓ | ✓ | | | Train PE teachers in local secondary schools to provide rugby to state school children. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | ✓ | | | | | | Access to rugby in local state secondary schools. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Citizen’s Advice Woking

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|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | ✓ | | | | | Advice provided to vulnerable sections of the community including domestic abuse |
| | Women | ✓ | | | | | “ |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | ✓ | | | | | Bi-lingual staff. |
| | Asian/Asian British | ✓ | | | | | “ |
| | Black/African/Caribbean/Black British | ✓ | | | | | “ |
| | Gypsies / travellers | | | | | | |
| | Other ethnic group | ✓ | | | | | “ |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | | | | | Advice on welfare benefits & financial capability |
| | Sensory | ✓ | | | | | “ |
| | Learning Difficulties | ✓ | | | | | “ |
| | Mental Health | ✓ | | | | | “ |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | Administer Wenceslas Fund. |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Advice to vulnerable members of the community on financial capability, welfare benefits, employment & emergency fund. |
| Carers | | | ✓ | | | | Advice for carers. |

Equality Impact Assessment – Community Advice Forum

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|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | ✓ | ✓ | | | | The Centre provides advice services on issues such as unemployment, health and housing for those living in the local area. |
| | Asian/Asian British | ✓ | ✓ | | | | “ |
| | Black/African/Caribbean/Black British | ✓ | ✓ | | | | “ |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | ✓ | ✓ | | | | “ |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Provide advice & support for those who may not know/ be able to access mainstream services, eg. due to language barriers. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Coram Life Education

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|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | ✓ | | | | The Group provides life education via a portable classroom to children in the Borough, held at local schools & access to on-line resource for teachers. |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (5-11) | | ✓ | | | | The Group provides life education via a portable classroom to children in the Borough, held at local schools & access to on-line resource for teachers. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | The Group provides life education via a portable classroom to children in the Borough, held at local schools & access to on-line resource for teachers. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Crossroads Care Surrey

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|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Respite service for carers open to all sections of the community |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | Respite service for carers open to all sections of the community |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | Respite service for carers |

Equality Impact Assessment – Family Voice Surrey

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | ✓ | | | To provide a local hub coordinator to enable families caring for children with additional needs to shape local services and have their voice heard at a local level. |
| | Sensory | ✓ | ✓ | ✓ | | | “ |
| | Learning Difficulties | ✓ | ✓ | ✓ | | | “ |
| | Mental Health | ✓ | ✓ | ✓ | | | “ |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (0-18) | ✓ | ✓ | ✓ | | | To provide a local hub coordinator to enable families caring for children with additional needs to shape local services and have their voice heard at a local level. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | To provide a local hub coordinator to enable families caring for children with additional needs to shape local services and have their voice heard at a local level. |

Equality Impact Assessment – Fox Corner Community Wildlife Area Association

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Provides access to wildlife and natural habitats for all. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | Enables disable access |
| | Sensory | | | | | ✓ | “ |
| | Learning Difficulties | | | | | ✓ | “ |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Friends of the Elderly

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | ✓ | ✓ | ✓ | | | Support lonely and isolated older people to gain access to and be part of their local community. |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Support lonely and isolated older people to gain access to and be part of their local community |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – GASP Motor Project

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (11-16) | ✓ | ✓ | ✓ | | | Enable young people in areas of multi- deprivation who would otherwise be at risk of antisocial behaviour & becoming NEET to re-engage with learning & learn new skills. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Enable young people in areas of multi- deprivation who would otherwise be at risk of antisocial behaviour & becoming NEET to re-engage with learning & learn new skills. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Goldsworth Park Rangers Football Club

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (5-18) | ✓ | ✓ | ✓ | | | Provides football coaching to children/young people in the community |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Home-Start Runnymede and Woking

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Support provided to any families with children under 5 experiencing difficulties in coping |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Horsell Bowling Club

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – LCAG Lift Up Together

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | ✓ | ✓ | ✓ | | | Provides support, drop-in, activities and trips for those with mental health issues and their carers. |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | Provides support, drop-in, activities and trips for those with mental health issues and their carers. |

Equality Impact Assessment – Let’s Read Ltd

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | ✓ | | | | Provides reading support for those children in Woking schools who are struggling to read. Provides books to those who may not have access to books at home. |
| | Mixed/Multiple ethnic groups | | ✓ | | | | “ |
| | Asian/Asian British | | ✓ | | | | “ |
| | Black/African/Caribbean/Black British | | ✓ | | | | “ |
| | Gypsies / travellers | | ✓ | | | | “ |
| | Other ethnic group | | ✓ | | | | “ |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | ✓ | | | | Provides reading support for those children in Woking schools who are struggling to read. Provides books to those who may not have access to books at home. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Provides books to those who may not have access to books at home. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Maybury and Community Centre Trust (MASCOT)

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | ✓ | ✓ | | | | Provides range of activities for local community, eg. ESOL, career support, satellite foodbank, hearing aid maintenance, IT tutoring, internet cafe, |
| | Women | ✓ | ✓ | | | | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | ✓ | | | | | Services available to all members of the local community. |
| | Mixed/Multiple ethnic groups | ✓ | | | | | |
| | Asian/Asian British | ✓ | | | | | |
| | Black/African/Caribbean/Black British | ✓ | | | | | |
| | Gypsies / travellers | ✓ | | | | | |
| | Other ethnic group | ✓ | | | | | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | | | | Surrey Choices use facilities to provide employability skills. |
| | Sensory | ✓ | ✓ | | | | “ |
| | Learning Difficulties | ✓ | ✓ | | | | “ |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | ✓ | ✓ | | | | Services available to all members of local community. |
| | Younger people (16 - 25) | ✓ | ✓ | ✓ | | | Activities aimed at local children. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Covers Sheerwater/Maybury area. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Outline

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | ✓ | ✓ | ✓ | | | Provides support and advice to Trans community. Raises awareness about community through education/events eg. International Day Against Homophobia. |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | ✓ | ✓ | ✓ | | | Provides support and advice to LGBT community. Raises awareness through education/events eg. International Day Against Homophobia. |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | ✓ | | | | Advice/support on same sex marriage/civil partnerships. |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Peer Productions

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | ✓ | ✓ | ✓ | | | Project aimed at girls aged 14-17. |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | ✓ | ✓ | ✓ | | | Work with girls at risk of exploitation. |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | | |
| | Younger people (14-17) | ✓ | ✓ | ✓ | | ✓ | Work with girls at risk of exploitation or involvement in the criminal justice system to take part in project Generation Girls. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Pyrford and Wisley Annual Flower Show and Fete

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Relate West Surrey

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Provides relationship counselling to all sections of the community. Grant is contribution towards service charge at Provincial House. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | ✓ | | | | Provides counselling service for children & young people. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | ✓ | | | | Provides relationship counselling to all sections of the community |
| Socio-economic Background | | | ✓ | | | | Bursary support offered to those unable to pay (reviewed after 6 sessions) |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Sight for Surrey

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | ✓ | ✓ | ✓ | | | Provides advice & support to the blind, partially sighted , deaf & hard of hearing community. |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | ✓ | ✓ | ✓ | | | Provides advice & support to the blind, partially sighted , deaf & hard of hearing community |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | Provides advice & support to carers/families of those who are blind, partially sighted , deaf & hard of hearing. |

Equality Impact Assessment – St. Mary of Bethany Church

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Surrey Care Trust

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | | Provide mentoring service to adults. |
| | Women | | | | | | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | | Mentoring service will be open to all sectors of the community. |
| | Mixed/Multiple ethnic groups | | | | | | |
| | Asian/Asian British | | | | | | |
| | Black/African/Caribbean/Black British | | | | | | |
| | Gypsies / travellers | | | | | | |
| | Other ethnic group | | | | | | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | | |
| | Sensory | | | | | | |
| | Learning Difficulties | | | | | | |
| | Mental Health | | | | | | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | ✓ | ✓ | ✓ | | | Provide counselling service to young people experiencing emotional distress. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Surrey North Area Cruse Bereavement Care

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Provide bereavement support – open to all sections of the community |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people | ✓ | ✓ | | | | Specialist support provided to children & young people. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Surrey Welfare Rights Unit

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Provides advice & support on welfare benefits and community care law to voluntary sector organisations, via help-line & training courses. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Surrey Youth Focus

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | ✓ | ✓ | ✓ | | | Run wokshops for 14-15 yrs old in school. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | Targeting children in receipt of free school meals. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – TALK

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | ✓ | | | | Provides support for individuals with communication difficulties following stroke. |
| | Women | | ✓ | | | | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | | |
| | Sensory | | | | | | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Club at Old Woking

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (11-18) | | ✓ | ✓ | | | A safe, managed environment in which young people can socialise and take part in activities which increase their sense of self worth and teach them how to value the needs of the wider community. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Counselling Partnership

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Counselling service. Approx. 15% of users currently from Woking area. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | ✓ | ✓ | ✓ | | | Provides accessible face to face counselling. |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Counselling service aimed at members of the community who cannot afford to contribute towards session. |
| Carers | | | ✓ | | | | Work with Carers Support. |

Equality Impact Assessment – The Eikon Charity

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (11-16) | ✓ | ✓ | ✓ | | | Run Youth Specialist programme in local secondary schools to support vulnerable young people. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | ✓ | | | | | | Run Youth Specialist programme in local secondary schools to support vulnerable young people. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Lightbox

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (1-5) | ✓ | ✓ | | | | Provide free creative workshops for under 5's from low income families |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Provide free creative workshops for under 5's from low income families |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Lighthouse

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | A range of projects aimed at vulnerable sections of the community including Jigsaw, Esteem Ahead & Foodbank |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | ✓ | ✓ | | | | 40% of users currently from ethnic minority communities. |
| | Asian/Asian British | ✓ | ✓ | | | | |
| | Black/African/Caribbean/Black British | ✓ | ✓ | | | | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | ✓ | ✓ | | | | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | ✓ | | | | 6% of users have a disability. |
| | Sensory | | ✓ | | | | |
| | Learning Difficulties | | ✓ | | | | |
| | Mental Health | | ✓ | | | | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Maybury Centre

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | ✓ | ✓ | ✓ | | | Liaise Women's Centre provides accessible advice, services & workshops for vulnerable local women & girls. |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | ✓ | | | The Centre provides venues for local organisations and clubs to meet in, providing indirect support to the local residents. |
| | Mixed/Multiple ethnic groups | | ✓ | ✓ | | | |
| | Asian/Asian British | | ✓ | ✓ | | | |
| | Black/African/Caribbean/Black British | | ✓ | ✓ | | | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | ✓ | ✓ | | | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | ✓ | | | School house provides drop-in for older people. |
| | Younger people (16 - 25) | | | ✓ | | | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Therapy Garden

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | ✓ | | | Green School gives teenagers with special educational needs the opportunity to take part in a range of horticultural activities. |
| | Sensory | ✓ | ✓ | ✓ | | | “ |
| | Learning Difficulties | ✓ | ✓ | ✓ | | | “ |
| | Mental Health | ✓ | ✓ | ✓ | | | “ |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people | ✓ | ✓ | ✓ | | | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – The Woking Community Furniture Project

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Collection & provision of furniture, electrical items & housewares to those in need. |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Victim Support (2 applications)

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | To initiate and develop a community programme in Woking to raise awareness about Victim Support and the help that can be offered to victims of crime. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | Raise awareness about Victim Support amongst hard to reach sections of the community. |
| | Mixed/Multiple ethnic groups | | ✓ | | | | |
| | Asian/Asian British | | ✓ | | | | |
| | Black/African/Caribbean/Black British | | ✓ | | | | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | ✓ | | | | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | ✓ | | | | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | ✓ | | | | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – We Shine

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | ✓ | | | Enable access to secure woodland to explore, spend quality time with family & socialise |
| | Sensory | ✓ | ✓ | ✓ | | | |
| | Learning Difficulties | ✓ | ✓ | ✓ | | | |
| | Mental Health | ✓ | ✓ | ✓ | | | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people | ✓ | ✓ | ✓ | | | Open to children with additional needs & their siblings |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Free access for low income families |
| Carers | | | ✓ | | | | Opportunity for disabled children & their carers to access secure woodland. |

Equality Impact Assessment – West Byfleet Neighbourhood Forum

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Neighbourhood Forum open to all in village |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – West Surrey Mediation Service

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Mediation service offered to all sections of the community. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Westfield and District Cricket and Sports Club

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Replace roof to garage used for storage of equipment |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Westfield Football Club

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Update club facilities |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Woking and Sam Beare Hospices

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Hospice provides palliative and end of life care and support for patients and their families living in Woking and the surrounding area. 31% of users were from Woking. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | Support for carers. |

Equality Impact Assessment – Woking and Weybridge Branch of Parkinson’s UK

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | ✓ | | | | Provide hydrotherapy for those with Parkinsons Disease |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | ✓ | | | | Provide hydrotherapy for those with Parkinsons Disease |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Woking Community Transport (Bustler Service and Town Centre Buggy)

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | | | | Community Transport provides accessible door to door transport for disabled people & hospital transport. Town Centre buggy provides access to town centre facilities. |
| | Sensory | ✓ | ✓ | | | | “ |
| | Learning Difficulties | ✓ | ✓ | | | | “ |
| | Mental Health | ✓ | ✓ | | | | “ |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | ✓ | ✓ | | | | Provides accessible door to door transport for older people in the Borough and hospital transport. Town Centre buggy provides access to town centre facilities. |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | Provides accessible door to door transport and hospital service for those who can not access public transport. |
| Carers | | | ✓ | | | | |

Equality Impact Assessment – Woking District Scouts (2 applications)

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Update facilities/buildings on camp site. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | ✓ | ✓ | ✓ | | | Provide climbing & abseiling activity at Handicamp – scout activity camp for disabled young people. |
| | Sensory | ✓ | ✓ | ✓ | | | “ |
| | Learning Difficulties | ✓ | ✓ | ✓ | | | “ |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Woking Mental Health Resource Centre – Cornerhouse

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | ✓ | ✓ | ✓ | | | Wellbeing support provided to Asian women in partnership with Shifa |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | ✓ | ✓ | ✓ | | | Provide range of support groups & wellbeing sessions for those with mental health issues. Currently 45% of users are from Woking. |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | ✓ | ✓ | ✓ | | | Support group for young people. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | ✓ | | | | Post natal depression support group. |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | Carers support group. |

Equality Impact Assessment – Woking Mind

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| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | ✓ | ✓ | ✓ | | | Provide signposting, advisory & listening service on mental health issues. |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | ✓ | | | | Provide signposting, advisory & listening service on mental health issues for carers.. |

Equality Impact Assessment – Woking People of Faith

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | ✓ | ✓ | ✓ | | | The group promotes knowledge, mutual understanding and respect of the beliefs and practices of different faiths. & aims to secure a more prominent role for faith organisations in regeneration of their communities. |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Woking shopMobility

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | ✓ | | | | Woking ShopMobility provides mobility scooters for those who have a physical or sensory disability, or are elderly and infirm. Approx 70% of users are Woking residents. |
| | Sensory | | ✓ | | | | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | ✓ | | | | Woking ShopMobility provides mobility scooters for those who have a physical or sensory disability, or are elderly and infirm. |
| | Younger people (16 - 25) | | | | | | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Woking Street Angels

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Support provided on streets of Woking on Fri & Sat evenings. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | ✓ | | | Offer assistance to young people on streets of Woking. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Woking Talking Newspaper (1988) Association

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Provides audio copy of Woking News & Mail. Grant to cover hire of room at Moorcroft. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | ✓ | ✓ | ✓ | | | Provide audio copy of Woking News & Mail & magazine articles. |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | ✓ | ✓ | ✓ | | | Majority of users over 65. |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – York Road Project

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | ✓ | ✓ | ✓ | | | Provides support to homeless people in the borough. 76% of users are male. |
| | Women | ✓ | ✓ | ✓ | | | 24% of users are female. |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | 11% of users from an ethnic minority. |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | ✓ | | | | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Your Sanctuary

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | ✓ | ✓ | ✓ | | | Advice & outreach provided to victims and survivors of domestic abuse and their families |
| | Women | ✓ | ✓ | ✓ | | | “ |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | ✓ | ✓ | ✓ | | | Support provided to children living with domestic abuse, children's worker, awareness raising in schools. |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |

Equality Impact Assessment – Covering report

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon the protected groups.

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---------------|---|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Gender | Men | | | | | ✓ | Individual EIA's completed for each grant application. |
| | Women | | | | | ✓ | |
| | Gender Reassignment | | | | | ✓ | |
| Race | White | | | | | ✓ | |
| | Mixed/Multiple ethnic groups | | | | | ✓ | |
| | Asian/Asian British | | | | | ✓ | |
| | Black/African/Caribbean/ Black British | | | | | ✓ | |
| | Gypsies / travellers | | | | | ✓ | |
| | Other ethnic group | | | | | ✓ | |

| | | Positive impact? | | | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action) THIS SECTION NEEDS TO BE COMPLETED AS EVIDENCE OF WHAT THE POSITIVE IMPACT IS OR WHAT ACTIONS ARE BEING TAKEN TO MITIGATE ANY NEGATIVE IMPACTS |
|---|----------------------------|--------------------------|------------------|----------------|------------------|--------------------|--|
| | | Eliminate discrimination | Advance equality | Good relations | | | |
| Disability | Physical | | | | | ✓ | |
| | Sensory | | | | | ✓ | |
| | Learning Difficulties | | | | | ✓ | |
| | Mental Health | | | | | ✓ | |
| Sexual Orientation | Lesbian, gay men, bisexual | | | | | ✓ | |
| Age | Older people (50+) | | | | | ✓ | |
| | Younger people (16 - 25) | | | | | ✓ | |
| Religion or Belief | Faith Groups | | | | | ✓ | |
| Pregnancy & maternity | | | | | | ✓ | |
| Marriage & Civil Partnership | | | | | | ✓ | |
| Socio-economic Background | | | | | | ✓ | |
| Carers | | | | | | ✓ | |