

Equality Impact Assessment – Age UK 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					✓	Funding for a telephone befriending service. 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+)	✓	✓	✓			7% of current users are from Woking
	Younger people					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Byfleet Bowls Club

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		Eliminate discrimination	Advance equality	Good relations			
Gender	Men					✓	Funding to maintain green
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Cherry Trees

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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	✓	✓	✓			Provide respite for disabled children. 6% of current users are from Woking
	Sensory	✓	✓	✓			“
	Learning Difficulties	✓	✓	✓			“
	Mental Health					✓	
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)					✓	
	Younger people	✓	✓	✓			All users are aged 6-19
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers			✓				Provide respite for carers

Equality Impact Assessment – Citizen’s Advice Woking

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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	✓					Advice provided to vulnerable sections of the community including domestic abuse
	Women	✓					“
	Gender Reassignment					✓	
Race	White					✓	
	Mixed/Multiple ethnic groups	✓					24% of users from BME community.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, including outreach.46% of users have a disability or long-term health condition.
	Sensory	✓					“
	Learning Difficulties	✓					“
	Mental Health	✓					“
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)	✓					23% of users are over 65.
	Younger people					✓	
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

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	✓	✓				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					✓	
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

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		✓				The Group provides life education normally via a portable classroom to children in the Borough. This has been adapted to an on-line resource due to Covid-19, including a Back to School element.
	Mental Health					✓	
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)					✓	
	Younger people		✓				The Group provides life education normally via a portable classroom to children in the Borough. This has been adapted to an on-line resource due to Covid-19, including a Back to School element.
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background			✓				The Group provides life education normally via a portable classroom to children in the Borough. This has been adapted to an on-line resource due to Covid-19, including a Back to School element.
Carers						✓	

Equality Impact Assessment – Crossroads Care 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.

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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					✓	Outreach and befriending service for carers open to all sections of the community. 10% of current users are from Woking area.
	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			✓				Respite service for carers

Equality Impact Assessment – Engage Woking Schools

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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			✓			Provides support in schools and Woking College to deliver a Christian education.
Religion or Belief	Faith Groups	✓		✓			“
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Friends of the Elderly

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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+)	✓	✓	✓			Provides practical and emotional support to older people, who now face further challenges due to the ongoing Covid-19 pandemic.
	Younger people					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background			✓				Provides practical and emotional support to older people, who now face further challenges due to the ongoing Covid-19 pandemic.
Carers						✓	

Equality Impact Assessment – GASP Motor Project

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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	✓	✓	✓			Provides 'at risk' young people to re-engage with learning and ultimately to support their progress towards training and employment. Including young people with SEN.
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background			✓				Provides 'at risk' young people to re-engage with learning and ultimately to support their progress towards training and employment. Including young people with SEN.
Carers						✓	

Equality Impact Assessment – Headway Surrey

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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					✓	Provide various services/support to adults who have an acquired or traumatic brain injury and to provide to their families and carers, including day centre, drop-in sessions, carers support. Currently 16% of users are 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	✓	✓	✓			Provide various services/support to adults who have an acquired or traumatic brain injury and to provide to their families and carers, including day centre, drop-in sessions, carers support. Currently 16% of users are from Woking.
	Sensory	✓	✓	✓			Provide various services/support to adults who have an acquired or traumatic brain injury and to provide to their families and carers, including day centre, drop-in sessions, carers support. Currently 16% of users are from Woking.
	Learning Difficulties	✓	✓	✓			Provide various services/support to adults who have an acquired or traumatic brain injury and to provide to their families and carers, including day centre, drop-in sessions, carers support. Currently 16% of users are from Woking.
	Mental Health	✓	✓	✓			Provide various services/support to adults who have an acquired or traumatic brain injury and to provide to their families and carers, including day centre, drop-in sessions, carers support. Currently 16% of users are from Woking.
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		✓			Support/advice to carers.
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Equality Impact Assessment – Home-Start Runnymede and Woking

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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		✓				36% of referrals were for Black, Asian and Minority Ethnic families.
	Asian/Asian British		✓				
	Black/African/Caribbean/Black British		✓				36% of referrals were for Black, Asian and Minority Ethnic families.
	Gypsies / travellers					✓	
	Other ethnic group		✓				36% of referrals were for Black, Asian and Minority Ethnic families.

		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		✓				19% of referrals are from families where child has additional needs.
	Sensory		✓				“
	Learning Difficulties		✓				“
	Mental Health		✓				32% of referrals due to maternal mental health issues
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)					✓	
	Younger people	✓	✓	✓			Support provided to any families with children under 5 experiencing difficulties in coping. Currently support 81 families.
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Inclusive Intergenerational Dance

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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	✓	✓				Dance for health initiatives, including creative seated dance classes and creative lunches
	Sensory	✓	✓				“
	Learning Difficulties	✓	✓				“
	Mental Health	✓	✓				“
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)	✓	✓				Dance for health initiatives, including creative seated dance classes and creative lunches
	Younger people					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Intergenerational Music Making

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+)	✓	✓	✓			Intergenerational music project (with local care homes & schools)
	Younger people	✓	✓	✓			“
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Jigsaw South=East

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	✓					Provide support children and young people who have lost a loved one and/or who are facing the loss of a loved one. Currently 8.5% of users are from Woking
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – LCAG Lift Up Together and Little Minions

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. Currently not running due to Covid restrictions.
Sexual Orientation	Lesbian, gay men, bisexual						
Age	Older people (50+)					✓	
	Younger people	✓	✓	✓			Provide youth club provision for children from Lakeview (7yrs -11yrs old). Currently not running due to Covid restrictions.
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. Provide youth club for young people.

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	✓	✓				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 – LinkAble

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					✓	Funding for Head of Services post, responsible for adult services for Woking & Surrey Heath. 41% of users 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	✓	✓	✓			Provides support and activities for all age groups.
	Sensory	✓	✓	✓			“
	Learning Difficulties	✓	✓	✓			“
	Mental Health					✓	
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)					✓	
	Younger people	✓	✓	✓			Support and activities for young people with learning difficulties.
Religion or Belief	Faith Groups						
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers			✓				Allows respite for 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	✓	✓	✓			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 – Mayford Village Hall

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					✓	Available to all sections of the local community. Grant to cover shortfall in income due to Covid-19 lockdown.
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Mediation 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					✓	Mediation service offered to all sections of the community. 9% of current users 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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
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					✓	
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 – 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		✓				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					✓	Supports people who are blind, partially sighted, Deaf, deafblind or hard of hearing. Funding request for contribution towards cost of Eye Clinic Liaison Officer.
	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	✓	✓	✓			Supports people who are blind, partially sighted, Deaf, deafblind or hard of hearing. Funding toward eye clinic liaison officer.
	Learning Difficulties					✓	
	Mental Health	✓	✓	✓			Support individuals with mental health issues resulting from their disability.
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 – 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					✓	Funding for STEPS and Alternative Learning Provision for vulnerable 14-16 year olds
	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	✓	✓	✓			Service for vulnerable young people (16-25)
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Surrey Drug and Alcohol Care 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					✓	Telephone counselling service for those experiencing drug/alcohol problems. 10% of service 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					✓	
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. Training course income impacted by Covid.
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – TALK Surrey CIO

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	✓	✓	✓			Provides support for individuals with communication difficulties following stroke.
	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 Brigitte 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					✓	Funding to run volunteer training programme for those providing emotional/practical support to people with life threatening conditions (currently 10% of users are from Woking). Expanded remit to include support to vulnerable people during pandemic.
	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					✓	
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		✓	✓			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. Digital alternatives provided during pandemic but not favoured by all clients
	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. Digitally during lockdown.
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			✓				Counselling service aimed at members of the community who cannot afford to contribute towards session.
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	✓	✓				25% 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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background			✓				
Carers						✓	

Equality Impact Assessment – The Maybury Centre 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					✓	The Centre provides venues for local organisations and clubs to meet in, providing indirect support to the local residents. Income has been significantly impacted by restrictions caused by the pandemic.
	Women	✓	✓	✓			Liaise Women's Centre provides accessible advice, services & workshops for vulnerable local women & girls. Activities have continued via zoom.
	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+)			✓			Schoolhouse provides drop-in for older people. Contact has continued via zoom and telephone.
	Younger people			✓			
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					✓	A horticulture & education charity that works to have a positive and significant impact on the lives on children with special needs and adults with dementia. Funding towards core cost. Income impacted by pandemic.
	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+)	✓	✓	✓			Work with adults with dementia.
	Younger people	✓	✓	✓			Programmes aimed at teenagers & young adults.
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – The Useful Wood Company

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 workplace based skills for vulnerable members of the local community. Funding to buy additional 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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background			✓				Provide workplace based skills for vulnerable members of the local community
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					✓	Provision of furniture, electrical items & housewares for those on low income. Funding will contribute towards employing 3 vulnerable members of the local 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	✓	✓	✓			Provide employment opportunity to member of local community
	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			✓				Provision of furniture, electrical items & housewares for those on low income.
Carers						✓	

Equality Impact Assessment – Trinity Methodist Church (ROC 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					✓	Funding will pay for a volunteer management platform
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – West Surrey Family History Society

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					✓	Funding for Family History Fair.
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Working 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					✓	

		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					✓	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Woking and District Men’s Shed

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	✓	✓	✓			Help combat isolation in older men. Funding will be used to provide block paving for the area in front of two sheds at West Hall care home.
	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	✓	✓	✓			Improve mental health & wellbeing
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 – 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. 33% 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					✓	
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. Currently on hold due to pandemic.
	Sensory					✓	
	Learning Difficulties					✓	
	Mental Health					✓	
Sexual Orientation	Lesbian, gay men, bisexual					✓	
Age	Older people (50+)		✓				Provide hydrotherapy for those with Parkinsons Disease
	Younger people					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Woking Blackhawks Basketball 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					✓	Cover cost of additional costs being incurred due to pandemic.
	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	✓	✓	✓			Provision of competitive basketball.
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					✓	
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 Family Contact 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					✓	Provision of space space for children of separated parents to spend time with one/both parents.
	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	✓	✓	✓			Provision of space space for children of separated parents to spend time with one/both parents.
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Woking High School Academy 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					✓	
	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			✓			Replacement stage lighting
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Woking Park Bowls 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					✓	Provides lawn & indoor bowls. Income impacted by pandemic. Currently unable to provide indoor bowls.
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Working 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					✓	
Religion or Belief	Faith Groups	✓	✓	✓			The group promotes knowledge, mutual understanding and respect of the beliefs and practices of different faiths. Events currently being held on zoom.
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 80% of users are Woking residents. Income effected by pandemic.
	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					✓	
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			✓			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 Strokeability

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					✓	Club provides aerobic and aqua exercise for stroke survivors and those with similar disabilities. Exercise currently being held virtually due to pandemic restrictions.
	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	✓	✓	✓			Club provides aerobic and aqua exercise for stroke survivors and those with similar disabilities. Exercise sessions currently been held virtualy.
	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 – 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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Woking United Reform Church 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					✓	Funding will be used to upgrade building, including disability access and lighting.
	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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	

Equality Impact Assessment – Woodham Parish Hall

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					✓	Funding will be used to replace rotten single glazed windows.
	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					✓	
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. 84% of users are male.
	Women	✓	✓	✓			16% of users are female.
	Gender Reassignment					✓	
Race	White					✓	
	Mixed/Multiple ethnic groups					✓	16% 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					✓	
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. Demand increased due to pandemic.
	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	✓	✓	✓			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					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & maternity						✓	
Marriage & Civil Partnership						✓	
Socio-economic Background						✓	
Carers						✓	