

## Equality Impact Assessment – Angelic Network CIC

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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   | ✓                        | ✓                | ✓              |                  |                    | Several groups already provide similar activities aimed at BME communities. Possibly better option to investigate partnership working. Digital Access project is currently being funded, is this an extension?                         |
|               | Women                                 | ✓                        | ✓                | ✓              |                  |                    |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                | ✓              |                  |                    |  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    |  |
| <b>Religion or Belief</b>               | Faith Groups               | ✓                        | ✓                | ✓              |                  |                    |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        | ✓                          |                          |                  |                |                  |                    |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – Byfleet Bowls Club

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|               |                                       | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Funding to maintain green/service costs   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – Cardinals in the Community

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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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   | ✓                        | ✓                | ✓              |                  |                    | Continuation & development of football/fitness opprotunities in the community  |
|               | Women                                 | ✓                        | ✓                | ✓              |                  |                    | Currently limited provision for girls/women, but area they want to develop   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                 |                          |                  |                |                  | ✓                  | Aimed at all sections of the community. Currently nor monitoring of BME participation.   |
|               | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  |                    | Limited provision for those with disabilities but area they wish to develop.   |
|   | Sensory                    |                          |                  |                |                  |                    |  |
|   | Learning Difficulties      |                          |                  |                |                  |                    |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | Establish group for adults with mental health issues.  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  |                    |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                | ✓              |                  |                    | Establish groups for those in care homes who have dementia.  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        | ✓                          |                          |                  |                |                  |                    |  |
| <b>Carers</b>                           | ✓                          |                          |                  |                |                  |                    | Support young carers.  |

## Equality Impact Assessment – Catalyst

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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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   | ✓                        |                  |                |                  |                    | Training programme aimed at those requiring drug and alcohol support / mental health interventions   |
|               | Women                                 | ✓                        |                  |                |                  |                    |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        | ✓                          |                          |                  |                |                  |                    |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## Equality Impact Assessment – Cherry Trees

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|---------------|---------------------------------------|--------------------------|------------------|----------------|------------------|--------------------|---|
|               |                                       | Eliminate discrimination | Advance equality | Good relations |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   | ✓                        | ✓                | ✓              |                  |                    | Provide respite for disabled children. 9% of current users are from Woking   |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    | “  |
|   | Learning Difficulties      | ✓                        | ✓                | ✓              |                  |                    | “  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | All users are aged 6-19  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    | 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   | ✓                        |                  |                |                  |                    | Advice provided to vulnerable sections of the community including domestic abuse   |
|               | Women                                 | ✓                        |                  |                |                  |                    | “  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                 |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups          | ✓                        |                  |                |                  |                    | 20% 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   | ✓                        |                  |                |                  |                    | Advice on welfare benefits & financial capability, including outreach.48% of users have a disability or long-term health condition.  |
|   | Sensory                    | ✓                        |                  |                |                  |                    | “  |
|   | Learning Difficulties      | ✓                        |                  |                |                  |                    | “  |
|   | Mental Health              | ✓                        |                  |                |                  |                    | “  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        |                  |                |                  |                    | 21% of users are over 65.  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Advice to vulnerable members of the community on financial capability, welfare benefits, employment & emergency fund.  |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    | Advice for carers.   |

## Equality Impact Assessment – Community Advice Forum

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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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Provide advice & support for those who may not know/ be able to access mainstream services, eg. due to language barriers.  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – Coram Life Education

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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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          | ✓                |                |                  |                    | The Group provides life education via educator workshops, online SCARF resources and training for teachers.  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          | ✓                |                |                  |                    | The Group provides life education via educator workshops, online SCARF resources and training for teachers.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | The Group provides life education via educator workshops, online SCARF resources and training for teachers.  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## 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.

|               |                                       | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Provide supported social interaction/ activities for cared for individuals with long-term health conditions, eg. Alzheimer's, Dementia, Parkinson's. Providing respite for their carers.  |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   | ✓                        | ✓                | ✓              |                  |                    | Provide supported social interaction/ activities for cared for individuals with long-term health conditions, eg. Alzheimer's, Dementia, Parkinson's.   |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    |  |
|   | Learning Difficulties      | ✓                        | ✓                | ✓              |                  |                    |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    | Respite for carers   |

## Equality Impact Assessment – Dance 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Inspire more people to get moving, get creative, and get connected through a varied programme of in-person and digital based dance led activities.  |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – GASP Motor Project

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

|               |                                       | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | Provides 'at risk' young people opportunity to re-engage with learning and ultimately to support their progress towards training and employment. Including young people with SEN.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Provides 'at risk' young people opportunity to re-engage with learning and ultimately to support their progress towards training and employment. Including young people with SEN.  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – Headway 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | 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                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | 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. |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    | Support/advice to carers.  |



## Equality Impact Assessment – Home-Start Runnymede and Woking

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

|               |                                       | Positive impact?         |                  |                | Negative impact? | No specific impact | What will the impact be? If the impact is negative how can it be mitigated? (action)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |  |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                 |                          | ✓                |                |                  |                    |  |
|               | Mixed/Multiple ethnic groups          |                          | ✓                |                |                  |                    | 57% of referrals were for Black, Asian and Minority Ethnic families.   |
|               | Asian/Asian British                   |                          | ✓                |                |                  |                    |  |
|               | Black/African/Caribbean/Black British |                          | ✓                |                |                  |                    | 57% of referrals were for Black, Asian and Minority Ethnic families.   |
|               | Gypsies / travellers                  |                          |                  |                |                  | ✓                  |  |
|               | Other ethnic group                    |                          | ✓                |                |                  |                    | 57% 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          | ✓                |                |                  |                    | Significant number of referrals are from families where child has additional needs.  |
|   | Sensory                    |                          | ✓                |                |                  |                    | “  |
|   | Learning Difficulties      |                          | ✓                |                |                  |                    | “  |
|   | Mental Health              |                          | ✓                |                |                  |                    | 80% of referrals due to maternal mental health issues  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | Support provided to any families with children under 5 experiencing difficulties in coping. Currently support 58 families.   |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                | ✓              |                  |                    | Intergenerational music project (with local care homes & schools)  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | “  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>Black British |                          |                  |                |                  | ✓                  |  |
|               | Gypsies / travellers                      |                          |                  |                |                  | ✓                  |  |
|               | Other ethnic group                        |                          |                  |                |                  | ✓                  |  |

|   |                            | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |   |
|   | Sensory                    |                          |                  |                |                  | ✓                  |   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | Provides support, drop-in, activities and trips for those with mental health issues and their carers.   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  |                    |   |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |   |
|   | Younger people             |                          |                  |                |                  | ✓                  |   |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Supports vulnerable people in the Lakeview community  |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    | 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |  |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | 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.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Provides books to those who may not have access to books at home.  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   | ✓                        | ✓                |                |                  |                    | Provides range of activities for local community, eg. ESOL, career support, satellite foodbank, hearing aid maintenance, IT tutoring, internet cafe,  |
|               | Women                                 | ✓                        | ✓                |                |                  |                    |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   | ✓                        | ✓                |                |                  |                    | Surrey Choices use facilities to provide employability skills.   |
|   | Sensory                    | ✓                        | ✓                |                |                  |                    | “  |
|   | Learning Difficulties      | ✓                        | ✓                |                |                  |                    | “  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                |                |                  |                    | Services available to all members of local community.  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | Activities aimed at local children.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Covers Sheerwater/Maybury area.  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  | Mediation service offered to all sections of the community. Approx 10% of current users from Woking.   |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |  |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   | ✓                        | ✓                | ✓              |                  |                    | Provides support and advice to Trans community. Raises awareness about community through education/events eg. International Day Against Homophobia.  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual | ✓                        | ✓                | ✓              |                  |                    | Provides support and advice to LGBT community. Raises awareness through education/events eg. International Day Against Homophobia.   |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          | ✓                |                |                  |                    | Advice/support on same sex marriage/civil partnerships.  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Provides relationship counselling to all sections of the community. Grant is contribution towards service charge at Provincial House.  |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          | ✓                |                |                  |                    | Provides counselling service for children & young people.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          | ✓                |                |                  |                    | Provides relationship counselling to all sections of the community   |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Bursary support offered to those unable to pay (reviewed after 6 sessions)   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | 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 & Hearing Loss Advisor  |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    | Supports people who are blind, partially sighted, Deaf, deafblind or hard of hearing. Funding toward eye clinic liaison officer & Hearing Loss Advisor.  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | Support individuals with mental health issues resulting from their disability.   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Funding for STEPS and Alternative Learning Provision for vulnerable 14-16 year olds   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | Service for vulnerable young people (16-25)  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Provide bereavement support – open to all sections of the community. Contribution towards running costs.   |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             | ✓                        | ✓                |                |                  |                    | Specialist support provided to children & young people.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Provides advice & support on welfare benefits and community care law to voluntary sector organisations, via help-line & on-line training courses. 12% of current users are Woking based.  |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |   |
|   | Sensory                    |                          |                  |                |                  | ✓                  |   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              |                          |                  |                |                  | ✓                  |   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |   |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |   |
|   | Younger people             |                          |                  |                |                  | ✓                  |   |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |   |



## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          | ✓                |                |                  |                    | Provides support for individuals with communication difficulties following stroke.  |
|               | Women                                 |                          | ✓                |                |                  |                    |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Disability</b>                       | Physical                   | ✓                        | ✓                | ✓              |                  |                    | Provides support for individuals with communication difficulties following stroke.  |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    | “   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              |                          |                  |                |                  | ✓                  |   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |   |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  |                    |   |
|   | Younger people             |                          |                  |                |                  | ✓                  |   |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |   |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Funding to run volunteer training programme for those providing emotional/practical support to people with life threatening conditions (currently 36% of users are from Woking). Expanded remit to include support to vulnerable people during pandemic via telephone befriending service. |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |   |
|               | Women                                     |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |   |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |   |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |   |
|               | Black/African/Caribbean/<br>Black British |                          |                  |                |                  | ✓                  |   |
|               | Gypsies / travellers                      |                          |                  |                |                  | ✓                  |   |
|               | Other ethnic group                        |                          |                  |                |                  | ✓                  |   |

|   |                            | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |   |
|   | Sensory                    |                          |                  |                |                  | ✓                  |   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              |                          |                  |                |                  | ✓                  |   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |   |
| <b>Age</b>                              | 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. Has been closed since the March 2020 due to pandemic. Not due to reopen until Sept 2022 due to refurb. |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    |   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |   |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  | Counselling service. Approx. 14% of users currently from Woking area. Digital alternatives provided during pandemic but not favoured by all clients.   |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | Provides accessible face to face counselling. Digitally during lockdown.   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Counselling service aimed at members of the community who cannot afford to contribute towards session.   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## Equality Impact Assessment – The Lightbox

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

|               |                                       | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | Open-Mind project aimed at users of Woking Mind. Provides tour of gallery, talk & refreshments.  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  |                    |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | A range of projects aimed at vulnerable sections of the community including Jigsaw, Esteem Ahead & Foodbank. 64% of users from Woking.  |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | White                                 |                          |                  |                |                  | ✓                  |   |
|               | Mixed/Multiple ethnic groups          | ✓                        | ✓                |                |                  |                    | 32% 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          | ✓                |                |                  |                    | 7% of users have a disability.   |
|   | Sensory                    |                          | ✓                |                |                  |                    |  |
|   | Learning Difficulties      |                          | ✓                |                |                  |                    |  |
|   | Mental Health              |                          | ✓                |                |                  |                    |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | 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 and are resuming in person where possible.   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  | ✓              |                  |                    | Schoolhouse provides drop-in for older people. Contact has continued via zoom and telephone.   |
|   | Younger people             |                          |                  | ✓              |                  |                    |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – The Prison Fellowship

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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Grant will cover the cost of running 4 x Sycamore Tree victim awareness courses at HMP Coldingley and HMP Send.   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## 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)<br>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 |                  |                    |   |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  | Provision of furniture, electrical items & housewares for those on low income. Funding will contribute towards employing a person to mentor and train other volunteers, particularly those with mental health issues & learning difficulties. |
|               | Women                                     |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |   |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |   |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |   |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      | ✓                        | ✓                | ✓              |                  |                    | Provide employment opportunity to member of local community  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | "  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Provision of furniture, electrical items & housewares for those on low income.   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  | Some clients have disabilities   |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                | ✓              |                  |                    | Provide support services to vulnerable older people.   |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   | ✓                        | ✓                | ✓              |                  |                    | Help combat isolation in older men. Funding will be used to cover cost of materials required to carry out community projects.   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              | ✓                        | ✓                | ✓              |                  |                    | Improve mental health & wellbeing  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                | ✓              |                  |                    |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  | Hospice provides palliative and end of life care and support for patients and their families living in Woking and the surrounding area. 31% of users were from Woking. Funding will contribute towards salary of an Associate Clinical Nurse Specialist. |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    | 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          | ✓                |                |                  |                    | Provide hydrotherapy for those with Parkinsons Disease. Not clear whether resumed following pandemic.  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          | ✓                |                |                  |                    | Provide hydrotherapy for those with Parkinsons Disease   |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## Equality Impact Assessment – Woking Asian Business 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Supports local Asian community via business contacts. Grant towards running costs.  |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | 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              | ✓                        | ✓                |                |                  |                    | “  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | 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             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    | Provides accessible door to door transport and hospital service for those who can not access public transport.   |
| <b>Carers</b>                           |                            |                          | ✓                |                |                  |                    |  |

## Equality Impact Assessment – Woking District Scouts Handicamp

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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  |   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   | ✓                        | ✓                | ✓              |                  |                    | Cost of providing a climbing & abseiling tower specifically for handcamp which enables wheelchair users to take part in climbing & abseiling during the camp.  |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               | ✓                        | ✓                | ✓              |                  |                    | The group promotes knowledge, mutual understanding and respect of the beliefs and practices of different faiths. Events currently being held on zoom.  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  |  |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |   |
| <b>Disability</b>                       | 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. Grant towards running costs & shortfall of income due to pandemic. |
|   | Sensory                    | ✓                        | ✓                |                |                  |                    |   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              |                          |                  |                |                  | ✓                  |   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |   |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                |                |                  |                    | Woking ShopMobility provides mobility scooters for those who have a physical or sensory disability, or are elderly and infirm.  |
|   | Younger people             |                          |                  |                |                  | ✓                  |   |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |   |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  | Support provided on streets of Woking on Fri & Sat evenings.   |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>Black British |                          |                  |                |                  | ✓                  |  |
|               | Gypsies / travellers                      |                          |                  |                |                  | ✓                  |  |
|               | Other ethnic group                        |                          |                  |                |                  | ✓                  |  |

|   |                            | Positive impact?         |                  |                | Negative impact? | No specific impact | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |   |
|   | Sensory                    |                          |                  |                |                  | ✓                  |   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              |                          |                  |                |                  | ✓                  |   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |   |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |   |
|   | Younger people             |                          |                  | ✓              |                  |                    | Offer assistance to young people on streets of Woking.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |   |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Club provides aerobic and aqua exercise for stroke survivors and those with similar disabilities. Funding will contribute towards transport costs to gym/pool sessions.   |
|               | Women                                 |                          |                  |                |                  | ✓                  |   |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   | ✓                        | ✓                | ✓              |                  |                    | Club provides aerobic and aqua exercise for stroke survivors and those with similar disabilities.  |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    | “  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |



## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                   |                          |                  |                |                  | ✓                  | Provides audio copy of Woking News & Mail. Grant to upgrade equipment, including IT.   |
|               | Women                                 |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |   |
|   | Sensory                    | ✓                        | ✓                | ✓              |                  |                    | Provide audio copy of Woking News & Mail & magazine articles.   |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |   |
|   | Mental Health              |                          |                  |                |                  | ✓                  |   |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |   |
| <b>Age</b>                              | Older people (50+)         | ✓                        | ✓                | ✓              |                  |                    | Majority of users over 65.  |
|   | Younger people             |                          |                  |                |                  | ✓                  |   |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |   |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |   |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |   |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |   |

## 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 | <b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b><br>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 |                  |                    |   |
| <b>Gender</b> | Men                                   | ✓                        | ✓                | ✓              |                  |                    | Provides support to homeless people in the borough. 85% of users are male.  |
|               | Women                                 | ✓                        | ✓                | ✓              |                  |                    | 15% of users are female.  |
|               | Gender Reassignment                   |                          |                  |                |                  | ✓                  |   |
| <b>Race</b>   | White                                 |                          |                  |                |                  | ✓                  |   |
|               | Mixed/Multiple ethnic groups          |                          |                  |                |                  | ✓                  | 20% 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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          | ✓                |                |                  |                    |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       | ✓                        | ✓                | ✓              |                  |                    | Advice & outreach provided to victims and survivors of domestic abuse and their families.  |
|               | Women                                     | ✓                        | ✓                | ✓              |                  |                    | “  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             | ✓                        | ✓                | ✓              |                  |                    | Support provided to children living with domestic abuse, children's worker, awareness raising in schools.  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |

## 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)<br>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 |                  |                    |  |
| <b>Gender</b> | Men                                       |                          |                  |                |                  | ✓                  | Individual EIA's completed for each grant application.   |
|               | Women                                     |                          |                  |                |                  | ✓                  |  |
|               | Gender Reassignment                       |                          |                  |                |                  | ✓                  |  |
| <b>Race</b>   | White                                     |                          |                  |                |                  | ✓                  |  |
|               | Mixed/Multiple ethnic groups              |                          |                  |                |                  | ✓                  |  |
|               | Asian/Asian British                       |                          |                  |                |                  | ✓                  |  |
|               | Black/African/Caribbean/<br>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)<br>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 |                  |                    |  |
| <b>Disability</b>                       | Physical                   |                          |                  |                |                  | ✓                  |  |
|   | Sensory                    |                          |                  |                |                  | ✓                  |  |
|   | Learning Difficulties      |                          |                  |                |                  | ✓                  |  |
|   | Mental Health              |                          |                  |                |                  | ✓                  |  |
| <b>Sexual Orientation</b>               | Lesbian, gay men, bisexual |                          |                  |                |                  | ✓                  |  |
| <b>Age</b>                              | Older people (50+)         |                          |                  |                |                  | ✓                  |  |
|   | Younger people             |                          |                  |                |                  | ✓                  |  |
| <b>Religion or Belief</b>               | Faith Groups               |                          |                  |                |                  | ✓                  |  |
| <b>Pregnancy &amp; maternity</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Marriage &amp; Civil Partnership</b> |                            |                          |                  |                |                  | ✓                  |  |
| <b>Socio-economic Background</b>        |                            |                          |                  |                |                  | ✓                  |  |
| <b>Carers</b>                           |                            |                          |                  |                |                  | ✓                  |  |