

Equality Impact Assessment Screening Form

Title of proposal:

Person Completing Form:

Role:

Group / Department:

Service Area:

Date Submitted:

Main purpose and aims of the proposal, how it fits in with the wider strategic aims and objectives of the organisation and who will benefit (see Equality Impact Assessment Framework, Appendix 3: Trust Vision, Values, Goals & Strategic Objectives):

Impacts on different equality groups

Helpful Questions: Does this proposal promote equality of opportunity? Eliminate discrimination? Eliminate harassment? Eliminate victimisation? Promote good community relations? Promote positive attitudes towards disabled people? Consider more favourable treatment of disabled people? Promote involvement and consultation? Protect and promote human rights?

Please click in the relevant impact box or leave blank if you feel there is no particular impact.

	Potential for positive Impact	Potential for negative Impact	Please list details or evidence of why there might be a positive and/or negative impact
Age Including children and those over 65.			
Disability Including those with physical or sensory difficulties, those with learning disabilities and those with mental health issues.			
Marriage and Civil Partnerships Civil partners must be treated the same as married couples on a wide range of legal matters.			
Pregnancy & Maternity This includes women having a baby and women just after they have had a baby.			
Race Including Gypsy or Roma people, Irish people, those of mixed heritage, asylum seekers and refugees.			
Religion or Belief People of all religions and belief including Humanists and Atheists.			
Sex / Gender Reassignment This can include male and female or someone in the process of transitioning from one gender to another.			

Sexual Orientation Including gay men, lesbians and bisexual people.			
Human Rights This could include any other issues around how we treat each other as human beings e.g. privacy and dignity.			
Additional Impacts Are there any other groups of people or issues which this proposal may impact on? E.g. carers, homeless, those who live in poverty etc.			

Level of Impact

If a negative or disproportionate impact has been identified in any of the key areas above would this difference be illegal? i.e. Would it be discriminatory under anti-discrimination legislation? (The Equality Act 2010, Human right Act 1998)	Yes	No
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What do you consider the level of negative impact to be?	High	Medium	Low
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If the impact could be discriminatory in law, please contact the Equality & Diversity Team on equality.diversity@bcpft.nhs.uk immediately to determine course of action. If the negative impact is high a full impact assessment will be required.

If any negative impact has been identified above as medium or low, then please complete the rest of the form below with any actions that will help minimise the negative impact and submit the form.

Action Plan

How could you minimise any negative impact identified even if this is of low significance? Consider how any impact or planned actions will be monitored and reviewed.

Action Title	Action Description	Lead	Start Date	Deadline

Following submission the Equality and Diversity team will review proposals whilst GAU transfer agreed actions onto the QIP module within Datix. Identified leads will then be required to update these action at agreed intervals. If you have any further questions please contact the Equality & Diversity Team on the email address above.

Submit form button