



EIA Initial Screening Form – policy

1. Name of Policy:	
2. Name and Job title / role of person completing Initial Screening:	Margaret Priest Member of HNDP Steering Group
3. What is the main purpose of the Policy?	To assist in the formulation of the Neighbourhood plan for Hargrave
4. Who is the Policy aimed at?	The residents of Hargrave village, community organisations, landowners, and local stakeholders
5. How is the success of the Policy measured?	By successful delivery of the policies in the Neighbourhood Plan
6. Are equality monitoring systems for the Policy in place?	No <i>(If yes give details)</i>

7. Use the following table to indicate using a ✓:

- a) Where you think that the Policy could have a positive impact on any of the groups or contribute to promoting equality of opportunity or improving relations within equality groups.
- b) Where you think that the Policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- c) Where you think that the Policy could have a neutral impact on any of the equality group i.e. no impact

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
Gender:				These policies apply to the WHOLE community regardless of gender, colour, sexual orientation, race or ethnicity
Women/Girls			✓	
Men/Boys			✓	
Transgender people			✓	
Sexual Orientation:				
Lesbians, gay men and bisexuals			✓	
Race/Ethnicity:				
White British people			✓	
White non-British people (including Irish people)			✓	
Asian or Asian British people			✓	
Black or Black British people			✓	
People of mixed heritage			✓	
Chinese people			✓	
Travellers (Gypsy/Roma/Irish heritage)			✓	

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
People from other ethnic groups			✓	
People who do not have English as their first language.			✓	
Disability:				
Physical impairment, e.g mobility issues which mean using a wheelchair or crutches.			✓	These policies are all-embracing for people with physical or mental disabilities and long standing or chronic health conditions.
Sensory impairment, e.g blind/having a serious visual impairment, deaf/having a serious hearing impairment.			✓	
Mental health condition, e.g depression or schizophrenia			✓	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder			✓	
Long-standing illness or health condition, e.g. cancer, HIV. Diabetes, chronic heart disease or epilepsy			✓	
Other health problems or impairments (<i>please specify if appropriate</i>)			✓	
Age:				
Older People (60+)			✓	These policies do not discriminate against either older people or children.
Children and Young People (see guidance for definition)	✓			Objective 9 of Policy HNDP8 allows for the potential purchase of land which may become available from private landowners for the purpose of recreation

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
Religion/Belief:				The policies do not discriminate on the basis of religion
Christian			✓	
Buddhist			✓	
Hindu			✓	
Jewish			✓	
Muslim			✓	
Sikh			✓	
Other religion (including holding no belief)			✓	
Other Potentially Affected Groups				
Rural Isolation - People who live in rural areas e.g isolated geographically, lack of internet access	✓			The policies of the HNDC seek to strengthen community facilities and improve internet access speeds
Socio-economic Exclusion – e.g. people who are on benefits, have low educational attainment, single parents, people living in poor quality housing, people who have poor access to services, the unemployed or any combination of these and the other protected strands			✓	
Any other potentially affected groups (<i>please specify</i>)			✓	
8. If you have indicated that there is a negative impact on any group:				
THERE ARE NO NEGATIVE IMPACTS				

a) Is that impact against legislation?	Yes	No
b) What is the level of impact?	High	Low
9. Could you minimise or remove any negative impact that is of low significance?	How?	
10. Could you improve a positive impact of the Policy?	How?	
11. If there is no evidence that the Policy promotes equality of opportunity or improved relations, could it be adapted so that it does?	How?	
Head of Service signature		
Date of Initial Screening:	11/01/2021 Reviewed 24/3/21	

NOTE

If a negative impact has been highlighted and it is possibly discriminatory and not intended and/or of high impact you must complete a Full EIA.

If not, you should still consider if completing a Full EIA would be helpful in making a thorough assessment.



Full EIA Assessment Form

12. Name of Policy:	
13. Looking back at the Initial Screening Form, in what area(s) are there concerns that the Policy could have a negative impact? <div style="text-align: right;">(✓ all that apply)</div>	
Gender:	
Sexual orientation:	
Race/Ethnicity	
Disability:	
Age	
Religion/Belief	
Rural isolation	
Socio-economic exclusion	
Any other affected groups:	
14. Summarise the likely negative impacts:	
15. What consultation on this Policy has already taken place with groups/individuals from equality target groups?	
16. What does it indicate about the negative impact of this Policy?	
17. What consultation will be conducted/is planned on this Policy with equality target groups?	
18. Once this consultation activity has taken place, indicate the outcomes:	
19. What consultation on this Policy has already taken place with staff - including those that have, or will have direct experience of implementing the Policy?	

20. What does it indicate about the negative impact of this Policy?	
21. What consultation will be conducted/is planned on this Policy with staff?	
22. Once this consultation activity has taken place, indicate the outcomes:	
23. What relevant research/data/reports concerning the equality target groups have been used in the planning of this Policy and what does it tell us about the negative impact?	
24. What research concerning the equality target groups needs to be conducted in relation to this Policy?	
25. Once this has been carried out, what does it tell us about the negative impact?	
26. If there are any research gaps, are there any experts/relevant groups that can be contacted to obtain views and evidence on the issues?	
27. Once they have been contacted, what information have we found out?	
28. Is it important that we conduct/commission specific research on this issue? Explain the research required:	
29. If we need to conduct /commission research what are the likely timescales and resource implications / costs involved?	
30. If you require further information, what will you do in the interim to address the negative impact?	

<p>31. List the changes that have been identified which will ensure that the negative impact is addressed:</p>	
<p>32. Have you introduced changes you planned, with any necessary training?</p>	<p>Give details :</p>
<p>33. Does everyone involved in the Policy know and understand what you have done?</p>	
<p>Now complete the action planning form which will detail the changes that need to be made to this Policy.</p>	



Equality Impact Assessment Action Plan

Action identified	Key activity	How will we know this has been achieved? (measures, milestones and dates)	Officer responsible	Quarterly progress update

Planned date for next EIA exercise