

# Equality Impact Assessment Form

## Screening

Name of strategy, project or policy:

HEALTHY BUSINESS SCHEME

Officer completing assessment:

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Telephone:

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1. What is the main purpose of the strategy, project or policy?

To purpose of the scheme is to use the workplace as a setting for improving and protecting people's health and wellbeing.

2. List the main activities of the project, policy (for strategies list the main policy areas)

a) Establish an organisation of partners who can contribute to the development and implementation of health promoting and protecting activities and who would be willing to contribute to the scheme.

b) To establish means of governance for the scheme to ensure value for money in relation to funds and other resources available to the scheme.

c) To produce a range of activities that promote various aspects of healthy behaviour that protect and improve health

d) To devise and implement a marketing plan for the scheme

e) To establish measures and indicators that will demonstrate benchmarks, progress and achievements.

f) To review and evaluate achievements and produce reports.

3. Who will be the main beneficiaries of the strategy, project or policy?

- a) Individual employees of businesses and other organisations participating in the scheme.
- b) Families and other contacts of those employees within the community.
- c) The participating businesses and other organisations themselves.

4. Use the table below to tick:

- (a) Where you think that the strategy, project or policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- (b) Where you think that the strategy, project, policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		<b>Positive Impact</b> – it could benefit	<b>Negative Impact</b> – it could disadvantage	<b>Reason</b>
<b>Gender</b>	Women	√		
	Men	√		
<b>Race</b>	Asian or Asian British people	√		
	Black or black British people	√		
	People of mixed race	√		
	Irish people	√		
	White people	√		
	Chinese people and other minority ethnic communities not listed above	√		
<b>Disability</b>	Physical/learning/mental health	√		
<b>Sexuality</b>	Lesbians, gay men and bisexuals	√		
<b>Gender Identity</b>	Transgender people	√		
<b>Age</b>	Older people (60+)	√		

	Younger people (17-25), and children	√		
<b>Belief</b>	Faith groups *	√		
<b>Equal opportunities and/or improved relations eg Rural</b>		√		

**Notes:**

\* Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

5 If you have indicated there is a negative impact on any group, is that impact:

Legal? YES  NO

(i.e. it is not discriminatory under anti-discriminatory legislation)

Intended? YES  NO

Level of impact HIGH  LOW

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

6 a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

N/A
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- a) Could you improve the strategy, project or policy's positive impact?

Explain how:

The scheme should benefit people from any and all equality groups. In order to do so, deliberate efforts shall be made to ensure that, within the scheme, services are made available and accessible to all. This will mean designing services and delivery methods that meet the needs of individual groups so that they can be self-selected.

Specific issues relate to some groups and not others e.g. women's or men's issues, or to certain minorities, or where extra privacy is important e.g. issues related to sexuality, or where cultural issues affect delivery methods or language used.

Development of the individual activities will be undertaken in consultation with service users and in the light of previous experience to improve their success rate.

The operation of the scheme would need to be monitored to ensure it is reaching all parts of the community. Where there is evidence of lower than expected take-up of services, efforts would be made within the marketing plan to target specific groups, geographic locations or types of business.

*You may wish to use the action sheet at the end of Section two.*

- 7 If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?


Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

Signed: .....Philip Mepham.....

Date: .....8 February 2007.....