

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Social Media / Networking Policy Guidance for Members	
Lead Officer Name(s) & Job Title(s) :	Katie Gee, Corporate Officer	
Department/Service Area:	People and Policy	
Telephone & E-mail Contact:	01706 252454	
Date Assessment:	Commenced: 11 th September 2014	Completed: 9 th July 2015

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

The main aims/objectives of this policy¹ are:
To provide guidance and information to Members on their use of social media, both personally and in relation to their role as a Member. It is intended to provide guidance and information on how best to use Social Media and protect the Council's reputation. This policy has been amended from the Council's current Social Media policy so there is a separate one for Staff and for Members.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

INTERNAL ONLY

MANAGEMENT ACTION REQUIRED (to be completed by the relevant Head of Service following review by Management Team / Programme Board)

- Outcome of EIA agreed/approved by Management Team / Programme Board:
Yes No
- Is a full EIA required Yes No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: (date)

Signed:..... (Head of Service / Director) Date:

Date of Review²: July 2018

[To be completed by Lead Officer]

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>		✓
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>		✓
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>		✓
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>		✓
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>		✓
	White British	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>		✓
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>		✓
Sex	Women	<input type="checkbox"/>	<input type="checkbox"/>		✓
	Men	<input type="checkbox"/>	<input type="checkbox"/>		✓
Sexual Orientation	Gay men, gay women / lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		✓
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>		✓
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>		✓
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)		<input type="checkbox"/>	<input type="checkbox"/>		✓
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251		<input type="checkbox"/>	<input type="checkbox"/>		✓

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