Tameside Metropolitan Borough Council Equality Impact Assessment Form

Subject / Title	Borough Strategy
Project Lead Officer (Name and Job Title)	Melissa Fitzpatrick
Assistant Director / Director	Amy Foots
Department	Policy, Strategy and Change
Directorate	Corporate Services

EIA Start Date	**EIA Completion Date**
09/02/26	16/03/26

This Equality Impact Assessment template contains collapsible advice and instructions. **Whenever you see a triangle pictured here, ▶ click on it to reveal or collapse advice and instructions.**

PURPOSE OF THE EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment (EIA) aims to examine whether a proposal will contribute to or alleviate inequalities in Tameside through assessing the potential impacts the proposal may have on people with 'protected characteristics'. (A 'proposal' here includes any strategy, policy, service change, or project).

'Protected characteristics' are attributes that people have or experiences that people may go through which can result in marginalisation or disadvantage. Under the Equality Act 2010, there are nine legally mandated protected characteristics to consider:

- Age
- Sex
- Race (including colour, nationality, and ethnicity)
- Religion or belief
- Disability
- Sexual orientation
- Gender identity[1]

[1] We have rearticulated 'gender reassignment' under the Equality Act 2010 as 'gender identity'. An explanation for this is given in the definitions of protected characteristics in STEP FIVE.

- Pregnancy and maternity
- Being married or in a civil partnership

Tameside Council has classified further characteristics as protected, referred to as 'extra protected characteristics'. These are below:

- Carers
- Cared for Children and Care Leavers
- Ill Mental Health
- Neurodivergence
- Socio-Economic Disadvantage

Conducting an Equality Impact Assessment based on these protected characteristics will aid compliance with the Public Sector Equality Duty (Equality Act 2010, section 149), which requires that all public bodies pay 'due regard' to the three general aims of the Public Sector Equality Duty:

i. Eliminate unlawful discrimination, harassment, and victimisation
ii. Advance equality of opportunity between people who share a protected characteristic and those who do not
iii. Foster good relations between people who share a protected characteristic and those who do not

Having 'due regard' involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

EQUALITY IMPACT ASSESSMENT CORPORATE STANDARDS

Due to the important ethical and legal aims of the Equality Impact Assessment (EIA), there are several corporately agreed criteria which should be fulfilled when completing EIAs:

- An EIA is required for all formal decisions that involve changes to service delivery. For all other proposals, an EIA must be considered.

- The decision as to whether an EIA is undertaken rests with the Project Lead Officer in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not completed, the reason(s) for this must be detailed within the appropriate report.

- EIAs must be timely and completed alongside the development of any proposal. The findings of any potential detrimental or inequitable impact that may occur through the implementation of the proposal on residents, service users, or staff must be brought to the attention of the decision maker in the accompanying report. Appropriate mitigations must be integrated into the development of the proposal.

- EIAs should be carried out by at least two people. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing 'due regard' to the necessary equality duties.

INITIAL SCREENING

Purpose:	To identify which proposals need to proceed to Part II of the EIA Process – the full EIA.

Step 1: Summarise the proposal

1a.	Proposal Title:	Tameside Borough Strategy 2030
1b.	Proposal Aims:	A strategic partnership plan to align aims and ambitions for the future of the borough between Tameside MBC and our partner organisations.
1c.	Context:	The Borough Strategy will act as the top-level strategic vision for both the Council and partner organisations operating in Tameside. The Borough Strategy will guide the development of the Council Plan, Council Business Plans, and Council policies to 2030.

		Please note that the purpose of the EIA is to assess the overall scope of the plan, rather than the finer details that each priority encompasses. Work taking place under each priority may have its own targeted EIA in the delivery plans which will further assess the impact of each protected characteristic. Some of the proposed initiatives are borough wide and therefore may come with a risk of structural disadvantage. To mitigate this, EIAs for specific initiatives will be drafted to ensure structural disadvantages are considered. Due to the broad scope of this EIA, it has been split so that each priority has been assessed individually.
1d.	Stakeholders:	All members and officers of the Council, strategic partner organisations, all residents and people working in Tameside. The Plan was developed following a major programme of public engagement including the Cabinet in the Community meetings held across Tameside's nine towns in September and October 2025. The plan was developed by a stakeholder group including the Council, registered providers, local businesses, and healthcare partners.

Step 2: Impact Analysis – identify the impacts

Purpose:	To identify potential impacts the proposal may have on people with protected characteristics.

SEE INSTRUCTION:

Each potential impact can be classified as 'direct' or 'indirect'.

A ***direct impact*** occurs when the proposal is targeted at a particular group. For example, if libraries closed down children's areas, this would directly impact children under 'Age'.

An ***indirect impact*** occurs when the proposal is more general or universal, but it has a knock-on effect on people with particular protected characteristics. For example, if a pelican crossing is removed due to construction or highway changes, this would indirectly impact people with disabilities ('Disability'), the elderly ('Age'), people with children or who are pregnant ('Pregnancy/Maternity').

If a detrimental direct or indirect impact is identified, an appropriate ***mitigating action*** should be integrated into the development of the proposal. A mitigating action is an adjustment to the proposal that will reduce or minimise the impact. This is covered in STEP SIX of the EIA Process.

The Impact Analysis is separated between two steps: STEP TWO (here) and STEP FIVE (below). In this step:

- State whether any direct or indirect impacts have been identified under each protected characteristic.
- List the impacts identified under each protected characteristic.
- Identify whether a mitigation action is required.

There is **no requirement** at this stage to provide the detailed evidence about each impact or identify specific mitigating actions.

When identifying impacts, think about:

- Information and intelligence you have access to (e.g. data that is publicly available)
- Experiences and knowledge of residents and service users
- Experiences and knowledge of colleagues, including frontline staff
- Experiences in other local boroughs, particularly Greater Manchester and statistical neighbours
- Research reports from think tanks, academia, government organisations, and charities
- '***Multiple marginalisation***' – how the proposal may impact people with combinations of protected characteristics (e.g. Age and Race/Ethnicity) rather than consider each protected characteristic singularly. A proposal may impact people with one combination of protected characteristics more than another combination of protected characteristics. For example, moving a service from physical to digital provision may detrimentally affect elderly people of Bangladeshi backgrounds more than elderly people of a White British background.

Protected Characteristic	Direct Impact	Indirect Impact	Mitigation Required
Select yes or no from the drop-down list in each box to identify whether any direct or indirect have been identified under each protected characteristic, and also select yes or no to determine whether a mitigating action is required. Subsequently, list these impacts in the grey box under each protected characteristic.			
Age	**Yes**	**Yes**	**No**
	People • 'Residents can access good employment opportunities, in a growing economy,' 16–24-year-olds are most likely to be unemployed; therefore, this will have a positive indirect impact on this age group. • 'The support, information and opportunities that all our people need to live longer and in better health.' Older people are more likely to need support from health services. Therefore, this will have an indirect and positive impact on older people. • 'Support available to all who need it through high-quality public services delivered in partnership with communities.' Older people are more likely to receive support through public services. Having high quality public services will therefore have an indirect and positive impact on this age group.		

	• 'Communities have the support to build connections and help one another.' Older adults are more likely to need assistance through communities; therefore, this support will provide a positive and indirect impact on this age group. **Place** • 'Modern, accessible and affordable transport of all types, connecting all parts of the borough and beyond.' Younger people and those over 65 are more likely to use public transport. Having more accessible and affordable travel will therefore have an indirect and positive impact on both of these age groups. • 'A comprehensive housing offer meeting the needs of all our residents.' Young people are more likely to struggle with accessing housing. By providing a housing offer that will meet the needs of all residents, this age group will be impacted indirectly and positively. **Prosperity** • 'Offering high-quality jobs for the economy of the future.' Younger people between 16-24 are more likely to be unemployed. Therefore, having an increase in high-quality jobs to offer will impact them indirectly and positively. • 'Using digital technology to improve accessibility and quality of services, while ensuring no one is left behind.' Although older people are more likely to need support with digital technology, there is not enough detail within this priority to know what the full effect will be. Therefore, as it stands this commitment has an indirect but positive impact as it is focusing on improving accessibility.		
Sex	**No**	**Yes**	**No**
	Place • 'A comprehensive housing offer meeting the needs of all our residents.' Men are more likely to be homeless, (67.1% compared with 32.9% women), making this strategy an indirect and positive impact to sex. **Prosperity** • 'Residents with the skills to succeed, with a good education and development opportunities for all ages.' Men are less likely to achieve high grades and further education than women, making this priority an indirect and positive impact to sex.		
Race (including colour, nationality, and ethnicity)	**No**	**Yes**	**No**
	People • 'Residents can access good employment opportunities, in a growing economy.' Ethnic minorities are more likely to be unemployed, or in less secure employment, particularly those from Bangladeshi and Pakistani backgrounds. This priority will therefore have an indirect positive impact to race.		

	• 'The support, information and opportunities that all our people need to live longer and in better health.' Ethnic minorities are more likely to face barriers in health settings. Therefore, by providing more support, information and opportunities for residents to have better health, the strategy will have an indirect positive impact to race. **Prosperity** • 'Offering high-quality jobs for the economy of the future.' Ethnic minorities are more likely to be unemployed, or in less secure employment, particularly those from Bangladeshi and Pakistani backgrounds. This priority will therefore have an indirect positive impact on race.		
Religion or Belief	**No**	Yes/No	**No**
Disability	**No**	**Yes**	**No**
	People • 'The support, information and opportunities that all our people need to live longer and in better health.' Those with a disability are more likely to need support in order to live longer and in better health, therefore there is an indirect but positive impact on disability. • 'Support available to all who need it through high-quality public services delivered in partnership with communities.' Those with a disability are more likely to need support from public services and therefore will be indirectly but positively impacted. • 'Communities have the support to build connections and help one another.' Those with a disability are more likely to need support from community, therefore will be indirectly but positively impacted from the strategy.		
Sexual Orientation	**No**	**No**	**No**
Gender Identity	**No**	**No**	**No**
Pregnancy/Maternity	**No**	**No**	**No**
Marriage/Civil Partnership	**No**	**No**	**No**
Carers	**No**	**Yes**	Yes/No
	People • 'Support available to all who need it through high-quality public services delivered in partnership with communities.' Carers are more likely to need support from public services and communities. Therefore, there will be an indirect yet positive impact.		

	• 'Communities have the support to build connections and help one another.' Carers are more likely to need support from communities. Therefore, there will be an indirect yet positive impact.		
Cared for Children and Care Leavers	**No**	**Yes**	Yes/No
	People • 'Residents can access good employment opportunities, in a growing economy.' Care Leavers are more likely to be out of employment; therefore, this will indirectly positively impact them. • 'Support available to all who need it through high-quality public services delivered in partnership with communities.' Cared for Children are more likely to be in receipt of public service support; therefore, this priority will have an indirect but positive impact on this group. **Place** • 'A comprehensive housing offer meeting the needs of all our residents'. Care Leavers are more likely to struggle finding housing; therefore, this will be a positive and indirect impact for this group. **Prosperity** • 'Offering high-quality jobs for the economy of the future.' Care Leavers are more likely to be out of employment; therefore, this will indirectly positively impact them. • 'Residents with the skills to succeed, with a good education and development opportunities for all ages.' Care Leavers are more likely to be NEET, therefore this priority will have a positive and indirect impact on this group.		
Ill Mental Health	**No**	**Yes**	Yes/No
	People • 'The support, information and opportunities that all our people need to live longer and in better health.' People with ill mental health have higher health risks and mortality rates. Therefore, this priority will have an indirect but positive impact. • 'Support available to all who need it through high-quality public services delivered in partnership with communities.' Residents with ill mental health are more likely to receive support from public services, therefore this will have a positive and indirect impact. • 'Communities have the support to build connections and help one another.' People with ill mental health will benefit more from stronger communities. Therefore, this will be a positive and indirect impact.		
Neurodivergence	**No**	**Yes**	Yes/No
	Prosperity		

	• 'Using digital technology to improve accessibility and quality of services, while ensuring no one is left behind.' Neurodivergent people may use digital technology for support. Improving accessibility will therefore be an indirect and positive impact.		
Socio-Economic Disadvantage	**No**	**Yes**	Yes/No
	People • 'Proud to live in supportive, safe and clean neighbourhoods.' People who live in socioeconomically deprived areas may feel the area is not as safe or clean. Improving this would have a positive indirect impact. • 'Residents can access good employment opportunities, in a growing economy' those from socioeconomically deprived backgrounds are more likely to be unemployed. This priority therefore has an indirect but positive impact on them. • 'The support, information and opportunities that all our people need to live longer and in better health,' those from a lower socioeconomic background may have a lower life expectancy and poorer health outcomes. This priority therefore has an indirect but positive impact on them. • 'Support available to all who need it through high-quality public services delivered in partnership with communities,' those from a lower socioeconomic background are more likely to use public services. This would have a positive and indirect impact them. • 'Communities have the support to build connections and help one another,' those from lower socioeconomic backgrounds may need more support through community. This would therefore have an indirect but positive impact. **Places** • 'Clean, safe, well maintained and accessible public places and spaces.' People who live in socioeconomically deprived areas may feel the area is not as safe or clean. Ensuring that these areas are clean, safe, and well maintained would have a positive indirect impact on those socio-economically disadvantaged. • 'Modern, accessible and affordable transport of all types, connecting all parts of the borough and beyond.' People from a lower socioeconomic background are more likely to use public transport. Therefore, improving this would have an indirect but positive impact. • 'A comprehensive housing offer meeting the needs of all our residents.' Residents from a lower socioeconomic background are more likely to be in poor housing or accommodation. Therefore, this would have a positive and indirect impact. • 'A shared approach to protecting our environment, enhancing our parks and green spaces and responding to climate challenges.' Those who are socio-economically disadvantaged may have a positive indirect impact from this priority as they are more likely to living somewhere with less green space. **Prosperity**		

	• 'Offering high-quality jobs for the economy of the future.' People from a lower socio-economic background are more likely to be unemployed, therefore improving the job offer would have a positive but indirect impact. • 'Residents with the skills to succeed, with a good education and development opportunities for all ages.' Residents from a lower socio-economic background are more likely to be less skilled and a good education. Ensuring residents have this would have a positive but indirect impact on this group.		
Multiple Marginalisation	Yes/No	Yes/No	**No**

Step 3: Initial Screening Sign Off

Purpose:	To determine whether a proposal should proceed from the Initial Screening to the Full Equality Impact Assessment.

GUIDE INSTRUCTION:

A full Equality Impact Assessment should be undertaken when:

- There is a formal decision relating to changes in service delivery
- A detrimental impact against a protected group has been identified, irrespective of whether the impact is direct or indirect
- There are substantial, important gaps in knowledge that prevent proper consideration of the proposal's potential impacts

Sign off is only required if the Initial Screening does not proceed to the Full Equality Impact Assessment.

1e.	Does the proposal require a full EIA?	☐ **Yes** ☒ **No**
1f.	If you are not undertaking a full EIA, please provide justification as to why not.	The Borough Strategy dictates the councils' objectives, one of these being to ensure it complies with public sector duties and the Equality Act 2010. At this stage, given the broad scope that the identified priorities encompass, there are no detrimental impacts observed but it is anticipated that any initiatives that underpin the Borough Strategy within the annual business plans will have separate, detailed EIA forms. In view of this, it is not anticipated that there will be any adverse impact upon protected groups from the Borough Strategy itself.

This initial screening has been completed by the EIA Lead Officer:	Name:	Melissa Fitzpatrick
	Signature:	Melissa Fitzpatrick
	Department:	Policy, Strategy & Change
	Date:	13/3/26
This Initial Screening has been checked by the Assistant Director / Director:	Name:	Amy Foots
	Signature:	Amy Foots
	Department:	Policy, Strategy & Change
	Date:	13/03/26

FULL EQUALITY IMPACT ASSESSMENT

Step 4: Issues to Consider

SEE INSTRUCTION:

Data and Intelligence

The following types of data can potentially be accessed:

- Publicly available national data (e.g. from the Local Authority Interactive Tool, ONS, NOMIS, NHS Digital, relevant government departments)
- Local data
- Service user information

It is also worth considering how this data can be used, for example:

- Benchmarking data for Tameside against other local authorities, e.g. local authorities in Greater Manchester, statistical neighbours
- Whether national or regional data can be applied to Tameside
- Whether data at a smaller geographical scale than Tameside is required, e.g. by ward, by MSOA/LSOA

Further intelligence can be gathered from the following:

- Research reports from think tanks, academia, government organisations, and charities
- Policy briefings
- Academic papers (which can be found through search engines, e.g. Google Scholar)

Data and Intelligence	
4a.	*List the type of evidence and specific sources that have been used to inform this Equality Impact Assessment. Do not go into detail of what has been found or describe consultation/engagement, as these will be addressed in later parts of the form.*

SEE INSTRUCTION:

Consultation and Engagement

It is expected that you will engage with potential impacted groups on this proposal when undertaking the Equality Impact Assessment to better understand potential impacts on people with protected characteristics.

Engagement can occur through:

- A general consultation/engagement exercise on the proposal (e.g. a survey), where space is provided to discuss impacts on people with protected characteristics
- Regular channels of engagement or feedback e.g. a service user panel that you already operate
- Input from colleagues (particularly frontline staff) and partners (e.g. the VCSE sector)

Alternatively, insights can be retrieved from engagement or consultation exercises that have previously occurred.

Consultation and Engagement			
4b.	Has any consultation or engagement been conducted that is relevant to this Equality Impact Assessment?	☐ **YES**	☐ **NO**
		If YES, answer 4c-4e.	**If NO, answer 4f.**
4c.	Engagement Undertaken:	*List the engagement exercises conducted that are relevant to this Equality Impact Assessment.*	
4d.	Who has been engaged with?	*List who has been engaged with to inform this Equality Impact Assessment. Be as specific as possible; identify specific forums or channels through which you have conducted engagement (e.g. service user panels) and the protected characteristics these broadly cover.*	

4e.	Outcomes of Engagement:	*Identify the key findings from the engagement that has occurred (e.g. any potential impacts the proposal may have, reasons for potential impacts, any mitigating actions that have been identified, etc.)*
4f.	If engagement has not been undertaken, please explain why.	

SEE INSTRUCTION:

Legislative Drivers

It is worth considering any legislative drivers that may influence the Equality Impact Assessment:

- Legal duties that services have to abide by, including the Public Sector Equality Duty
- Case law and judicial review, particularly instances where similar services have been provided and challenged, and as a result, have needed to change

Legislative Drivers	
4g.	*Identify the specific pieces of legislation, case law, or judicial review specific to your service/project that have influenced this Equality Impact Assessment, and how these have influenced the analysis and outcomes*.

SEE INSTRUCTION:

Financial Considerations

It is worth considering any financial considerations that may influence the Equality Impact Assessment, e.g. budgeting, available resources, etc.

This is particularly in relation to mitigating actions that are identified in STEP SIX, which are needed to reduce potential impacts of the proposal at hand.

It may be worth thinking about how mitigating actions can serve as opportunities for innovation.

Financial Considerations	
4g.	*Identify any financial considerations that have influenced the analysis and outcomes of this Equality Impact Assessment*.

Step 5: Impact Analysis – evidence the impacts

Purpose:	To provide evidence of the potential impacts identified under each protected characteristic.

FOR DEFINITIONS OF PROTECTED CHARACTERISTICS, EXPAND THE INSTRUCTION BELOW.

SEE INSTRUCTION:

This step constitutes the second part of the Impact Analysis. In this step, under each protected characteristic, each potential impact should be listed and categorised (e.g. Direct or Indirect), and the evidence for each potential impacts should be provided. The potential impacts that have been identified will likely be the same as those that have been identified in STEP TWO. However, these may have changed or new impacts may be identified, due to the gathering of further evidence.

Evidence can be quantitative (numerical) or qualitative (non-numerical), addressing the 'what', 'who', 'how', and 'why' of potential impacts. Refer to the guidance on Data/ Intelligence and Consultation/Engagement identified in Step 4 to assist with the evidence that can be included in the Impact Analysis.

When listing the impacts, it will help to number each impact. This will help navigate the form when identifying mitigating actions under STEP SIX.

Do not feel constrained by the space provided in the table. To add a new row, right click on the bottom row, then select 'Insert Item After' or click the + button. Also, each box will expand downward as the information is entered. However, when entering data tables, copy and paste as pictures; if entered as tables, it will alter the layout of the Impact Analysis form.

The definitions of protected characteristics are below:

Age	A person's specific age or age group. An age group can be numerical (e.g. 18-30) or descriptive (e.g. 'the elderly', 'teenagers', etc.).
Sex	A person's biological sex, whether a person is male, female, or those who are differently sexed (e.g. intersex). This does not include sexual orientation and gender identity, which are analysed separately.
Race (including colour, ethnicity, and nationalty)	How people identify themselves or are identified in society according to their skin colour, physical features, and national/cultural identity. This can cover: • Racial identities (e.g. White, Black, Asian) • Ethnic identities (e.g. Jamaican, Arab, Persian, Jewish, Irish, Gypsy/Roma) • Nationalities • Languages spoken – whether English is the first or additional language • Refugee and asylum status
Religion or Belief	Any religion or belief that a person follows or subscribes to. It includes the commonly recognised religions (such as Christianity, Islam, Hinduism, Judaism, Buddhism, and Sikhism) and the different groups within each religion (e.g. in Christianity, it can cover Catholicism, Protestantism, etc.; in Islam, it can cover Sunni Islam, Shia Islam, Sufism, etc.). It also applies to religions that are not necessarily well known (e.g. Jainism, Baha'i Faith) as well as people who do not have any religious belief (e.g. those ascribing to Humanism and Atheism).
Disability	Physical or mental conditions that have substantial and long-term adverse effects on people's abilities to carry out day-to-day activities. This covers a wide range of disabilities: • Physical and mobility impairments • Sensory impairments (e.g. sight, hearing) • Learning disabilities • Progressive conditions (e.g. neurodegenerative disorders, muscular dystrophies, dementia) • Fluctuating and recurring conditions (e.g. rheumatoid arthritis, epilepsy, myalgic encephalitis) • Organ-specific disorders (e.g. respiratory conditions, cardiovascular diseases) • Auto-immune conditions Included within this definition is also those that considered to have Special Educational Needs due to a disability.
Sexual Orientation	The orientation that a person has toward another person of any sex or gender. Common orientations are towards people of the opposite sex/gender (e.g. heterosexual/ straight), towards people of the same sex/gender (e.g. a gay man or lesbian), or towards multiple sexes/genders (e.g. bisexual or pansexual). There are other orientations that should be considered (e.g. asexual – a person who does not experience sexual attraction). A person's orientation can be sexual, romantic, or emotional.
Gender Identity	The gender that a person identities with. People most commonly identify with the gender that matches their sex assigned at birth – i.e. as a man or woman. People who are trans identify with a gender that is different to their sex assigned at birth. Included amongst people with trans identities are people "proposing to undergo, undergoing, or having undergone a process to reassign sex". This is the legal definition for 'gender

	reassignment' under the Equality Act 2010. However, this legal definition does not include trans people who do not choose to undertake the medical transitioning process and people with other gender identities (e.g. those who identify as non-binary, gender fluid, etc.).
Pregnancy/Maternity	'Pregnancy' refers to when a person is pregnant and expecting a baby. Any person who can become pregnant should be considered – e.g. women, trans men, and people with different gender identities. This should also cover all aspects of the pregnancy journey, including those who have been affected by miscarriage. 'Maternity' refers to the period following the birth of the child. In employment, this is related to parental leave. In the non-work context, this is related to unfavourable treatment relating to being a mother or parent. Legally, for the latter, protection is applied for 26 weeks. An important aspect of maternal/parental discrimination is *breastfeeding*.
Marriage/Civil Partnership	A person's marital status in law, whether a person is married or in a civil partnership to another person of the opposite sex or same sex.
Carers	Any person who provides unpaid care for a partner, family member, or friend due to illness, disability, frailty, a mental health problem, or an addiction. The person being provided care cannot cope or finds it difficult to cope without that person's care and support. A carer can have varying caring responsibilities, such as supporting people with everyday tasks (e.g. getting out of bed, bathing, etc.) or providing emotional support. This covers people who may not see themselves as 'carers', whom do not separate their caring responsibilities from the relationship that they have with the person for whom they provide care. Importantly, this covers young carers who provide care for their parents or other relatives and parents/carers of young people with Special Educational Needs and Disabilities.
Cared for Children/ Care Leavers	'Cared for Children' (sometimes known as 'looked after children') are children and young people in the care of the local authority due to their parents being unable to take care of them in a temporary or permanent capacity. 'Care Leavers' are any adult who have previously spent time in the care of the local authority.
Ill Mental Health	A person with a condition related to their psychological or emotional wellbeing. This includes a wide variety of conditions: • Common mental health problems, such as depression or anxiety disorders • Trauma (e.g. Post Traumatic Stress Disorder) • Severe mental illness (e.g. Psychosis/Schizophrenia or Bipolar Disorder) • Phobias (e.g. Agoraphobia)
Neurodivergence	A person whose mind works differently to neurocognitive styles that society regards as 'normal'. This includes a wide range of conditions and experiences: Autism, ADHD, Dyslexia, Dyscalculia, Dyspraxia, Dysgraphia, Epilepsy, Tourette's, Aphantasia/Synaesthesia, etc.
Socio-Economic Disadvantage	A wide range of experiences accruing from having a disadvantaged socio-economic status: having low or no income; living in absolute or relative poverty; unemployment or underemployment; living in substandard housing; being homeless or threatened with homelessness; food insecurity and poverty; fuel poverty; digital exclusion; etc.
Multiple Marginalisation	A wide variety of combinations of different protected characteristics that uniquely influence a person's experiences. Any combination of protected characteristics can be two or above (e.g. RACE/ETHNICITY and GENDER IDENTITY; CARE LEAVER, CARER, and SOCIO-ECONOMIC DISADVANTAGE).

Impact No.	Protected Characteristic *Select a protected characteristic from the drop-down list*	Impact *Identify the potential impact of the proposal*	Impact Type (Direct/Indirect) *Select 'direct' or 'indirect' from the drop-down list*	Evidence *Provide evidence regarding the proposal's potential impact (e.g. data/intelligence, findings from consultation/engagement, research reports, etc.).*
1	Choose a protected characteristic.		Choose an impact type.	
2	Choose a protected characteristic.		Choose an impact type.	
3	Choose a protected characteristic.		Choose an impact type.	
4	Choose a protected characteristic.		Choose an impact type.	
5	Choose a protected characteristic.		Choose an impact type.	
6	Choose a protected characteristic.		Choose an impact type.	
7	Choose a protected characteristic.		Choose an impact type.	
8	Choose a protected characteristic.		Choose an impact type.	

9	Choose a protected characteristic.		Choose an impact type.	
10	Choose a protected characteristic.		Choose an impact type.	

Step 6: Plan mitigating actions

Purpose:	To identify mitigating actions to minimise potential detrimental impacts of the proposal on people with protected characteristics.

Impact No *Impact number from Impact Analysis*	**Impact** *Identify the impact being addressed*	**Mitigating Action and Rationale** *Describe the action required to reduce the detrimental impact identified in the Impact Analysis, and explain the rationale underneath and/or intended outcome.*	**Officer Responsible** *Identify who is responsible for implementing the mitigating action (name and department).*	**Timescale** *Provide the timeframe for when the mitigating action should be implemented.*	**Completed (Yes/No)** *Has the mitigating action been implemented?*	**Update** *Provide any progress updates below.*

Step 7: Sign-off

Purpose:	For the EIA Lead Officer to sign that the EIA is complete, and for the Assistant (Director) to counter-sign that they agree with the content of the EIA and that it is sufficiently robust.

This Equality Impact Assessment has been completed by the EIA Lead Officer:	Name:	
	Signature:	
	Department:	
	Date:	
This Equality Impact Assessment has been checked by the Assistant Director / Director, and signs that it is sufficiently robust and rigorous:	Name:	
	Signature:	
	Department:	
	Date:	

POST-IMPLEMENTATION REVIEW

Step 8: Review EIA after implementation

Purpose:	To update the EIA with any new impacts and to provide a progress update on mitigating actions.

SEE INSTRUCTION:

This step should only be completed if the proposal has passed through the governance process where appropriate and has been implemented. It should be completed at two stages:

- Six months after implementation
- Twelve months after implementation

The evidence in the Impact Analysis should serve as the baseline against which change can be measured.

The Post-Implementation Review can find out whether:

- The proposal has had any positive impacts on people with protected characteristics
- Mitigating actions to minimise detrimental impacts have worked
- There are impacts that were not foreseen in the Impact Analysis that need to be accounted for

Six Months After Implementation	Twelve Months After Implementation
Describe and explain the effects of the proposal on people with protected characteristics, using evidence to compare against the Impact Analysis as a baseline.	