

## Equality Impact Assessment Initial Screening Tool with Guidance

This document has been produced to help you assess the likelihood of impacts on equality groups – including where people are represented in more than one strand – with regard to your new or proposed policy, strategy, function, project or activity. It has been designed to complement the e-learning tool for Equalities Impact Assessments and to help with your business planning process, as well as to ensure that your policy/project does not incur a delay due to lack of equalities consideration.

### Initial Screening Equality Impact Assessment Tool

<b>Section 01</b>	<b>Details of Initial Equalities Impact Screening Assessment</b>			
<b>Financial Year and Quarter</b>	2010/11, Q4			
<b>Name of policy, strategy, function, project, activity, or programme</b>	Title of EIA: Potential Disposal of The Lodge, St John’s Walham Green The Lodge is currently owned by the Diocese and following the expansion of the school into the Munster Centre, it will convert back to LBHF ownership at the end of this academic year. As the lodge will be vacant, it will be surplus to requirements.			
<b>Q1 What are you looking to achieve?</b>	Aims: To release The Lodge for disposal after being considered surplus to LBHF requirements, following conversion back to LBHF ownership, thus potentially further reducing the council deficit and enabling resources allocated to the council to be used to benefit residents.			
<b>Q2 Who in the main will benefit?</b>	Consider the impact across the six strands, including where people or groups are represented in more than one strand. Use this to determine whether your policy, strategy, function, project, activity, or programme, or programme is positive, neutral or negative, and of high, medium, or low relevance to equality. (Refer to guidance)			
	Race	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that are specific to any race group; therefore the proposals will have a neutral impact on race</li> </ul>
	Disability	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that are specific to disabled people; therefore the proposals will have a neutral impact on disability</li> </ul>
	Gender	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that are specific to men or women; therefore the proposals will have a</li> </ul>

				neutral impact on gender
	Age	Neutral	L	<ul style="list-style-type: none"> <li>The council does not operate services from this building that are specific to any age group; therefore the proposals will have a neutral impact on age</li> </ul>
	Sexual Orientation	Neutral	L	<ul style="list-style-type: none"> <li>The council does not operate services from this building that are specific to sexual orientation; therefore the proposals will have a neutral impact on sexual orientation</li> </ul>
	Religion/belief (including non-belief)	Neutral	L	<ul style="list-style-type: none"> <li>The council does not operate services from this building that are specific to any religion; therefore the proposals will have a neutral impact on religion</li> </ul>
<p>Will it affect Human Rights, as defined by the Human Rights Act 1998?</p> <p>No</p> <p>(Note: Human Rights will not be relevant in every case but must be considered. If unsure, seek advice from the Opportunities Manager)</p>				
<b>Q3</b> <b>Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</b>	<p>N/A</p> <p>The council does not operate services from this building, so there is a neutral impact across all equality strands</p>			
<b>Q4</b> <b>Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</b>	<p>No</p>			