

Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:

Laura Hales, Household Support Fund Project Manager

Directorate and Team/School Name:

Adult Social Care and Housing Needs

Name, aim, objective and expected outcome of the programme/ activity:

Name: Household Support Fund and Community Capacity & Resilience Fund

Aim: To support households in the most need with the cost of living.

Objective: To reduce the strain on the finances of individual households

Expected outcome: A reduction in the number of Island households living in poverty.

Reason for Equality Impact Assessment (tick as appropriate)

This is a **new** policy/strategy/service/system function proposal

New grant round, and new funding

This is a proposal for a **change** to a policy/strategy/service/system function proposal function (*check whether the original decision was equality impact assessed*)

Removal of a policy/strategy/service/system function proposal

Commencing any project/programme

Equality and Diversity considerations

Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
Age (restrictions/difficulties both younger/older)	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	The service is delivered equally to all sections of the community and therefore available to all groups of protected characteristics. In practice, the service users relate to everyone.	Maintaining the ability of both users with protected characteristics (as well of those without) to have access to appropriate support being enabled through use	Applications are based on submission of evidence of need and reach within the community to aid all residents that meet a need of support	None identified	Stakeholder engagement with those working within the community and for whom impacted residents approach will liaise and capture needs of support to shape the support	N/A

				of funds available that meet criteria. The use of these schemes provides some capacity to support residents who experience crisis			provisions required	
Disability a) Physical b) Mental health (must respond to both a & b)	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	As above	As Above	None identified	As above	N/A
Race (including ethnicity and nationality)	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	N/A	As above	None identified	As above	N/A
Religion or belief (different faith groups/those without a faith)	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	N/A	As above	None identified	As above	N/A
Sex (Including Trans and non-binary – is your language inclusive of	Neutral – The scheme relates to everyone irrespective of	No	As above	N/A	As above	None identified	As above	N/A

trans and non-binary people?)	protected characteristics.							
Sexual orientation (is your language inclusive of LGB groups?)	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	N/A	As above	None identified	As above	N/A
Pregnancy and maternity	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	N/A	As above	None identified	As above	N/A
Marriage and Civil Partnership	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	N/A	As above	None identified	As above	N/A
Gender reassignment	Neutral – The scheme relates to everyone irrespective of protected characteristics.	No	As above	N/A	As above	None identified	As above	N/A

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

Engagement is made with each lead person of Third Party Organisations, regardless of protected characteristic; support is available to all Island residents.

Date of next review: 1st April 2025

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name: Ian Lloyd

Date: 25/4/2024

Legal sign off & date: Judy Mason

Name:

Date: 26/04/2024