

**EQUALITIES IMPACT ASSESSMENT**

<b>WHAT IS BEING ASSESSED FOR IMPACT?</b>
<b>BRIEF DESCRIPTION</b>
<b>IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?</b> If so, please identify what and how?

**DOES THE INITIATIVE DIRECTLY AFFECT SERVICE USERS, EMPLOYEES OR THE WIDER COMMUNITY?**

Yes..... Continue assessment

No ..... No need to continue screening or carry out an EQIA

<b>SCREENING/RELEVANCE TEST: IS AN EQUALITY IMPACT ASSESSMENT REQUIRED?</b>	
<b>What will be the effect on?</b>	
<b>PROTECTED CHARACTERISTIC</b>	<b>IMPACT</b>
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or Belief	
Sex	
Sexual orientation	

Welsh Language	
Carers	

**If after completing the EIA screening/relevance test you determine that this initiative is not relevant for an EIA you must provide adequate explanation below**

**I can confirm that I have identified sufficient evidence to justify my decision**

**Signed:**

**Agency:**

**Please note: If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.**

**FULL EQUALITIES IMPACT ASSESSMENT**

<p><b>In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified? Attach a separate action plan if necessary.</b></p>
<p><b>If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.</b></p>
<p><b>EVIDENCE SOURCES</b></p>
<p><b>(i) Give details of any data or research that has led to your reasoning above, in</b></p>

<b>particular, the sources used for establishing the demographics of service users.</b>
<b>(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.</b>
<b>DECISION LOG - Please detail how Elected/Board Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)</b>

<b>REVIEW DATE:</b>	
<b>IF REVIEW IS NOT REQUIRED PLEASE EXPLAIN WHY:</b>	

<b>COMPLETED BY:</b>		<b>DATE:</b>	
<b>APPROVED BY:</b>		<b>DATE:</b>	

**Please return a copy to:**

Nicola Kingham, Cwm Taf Safeguarding Board Business Manager

Ty Catrin

Maritime Industrial Estate

Pontypridd

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