

Please complete this form taking into account the suggested questions **at the bottom of this tab**. Please note these are suggested questions and although you may not need to answer all of them, due regard must be given to all of them. Use the drop down to establish if this will have an adverse, neutral or benefit effect. There is a guide to scoring at the bottom of the form. If there is a positive or neutral impact no further action is necessary unless detail is relevant. If there is adverse impact this should be detailed and in section two mitigating action detailed. The residual risk score should be completed using the matrix at the bottom of the column, taking into account any mitigating action. Please then refer onto the Decision Matrix for onwards approval. **If upon completing this EIA you feel a QIA is also relevant please complete and submit alongside this EIA.**

Does the Policy, Strategy or other process contain statements, conditions or requirements that could impact on any protected characteristics group* more than another?		Impact (Drop down)	Impact Score (Auto fill)	SECTION ONE If the impact is negative please give detail and how mitigation for negative impact or benefits in Section 2 OR Please state why the impact may be positive or neutral if the detail is relevant.	SECTION TWO Outline the adjustments identified. OR How they will eliminate or minimise the potential adverse impact. OR Outline the benefits that will result from the change	Residual Risk Score (This is the overall impact after mitigation action has been taken into account)
1	Age?	Neutral	0			1
2	Gender?	Neutral	0			1
3	Disability?	Neutral	0			1
4	Race or Ethnicity?	Neutral	0			1
5	Religion or Belief?	Neutral	0			1
6	Sexual Orientation?	Neutral	0			1
7	Gender Reassignment?	Neutral	0			1
8	Pregnancy or Maternity?	Neutral	0			1
9	Marriage or Civil Partnership?	Neutral	0			1
Impact Total Score:			0	Mitigating Risk Total Score:		9

Adverse	-1
Neutral	0
Benefit	1

*see further definitions tab

Impact	Score
No or slight impact	1
Moderate impact	2
Significant impact	3
Very significant	4
Major significance	5

GHC must have regard to the Public Sector Equality Duty – Section 149 Equality Act 2010 Consult with the Trust EDI Lead for guidance	How does this fulfil the Public Sector Equality Duty? GHC must have due regard to: <ul style="list-style-type: none"> Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act. Advance equality of opportunity between people who share a characteristic and those who don't Foster good relations between people who share a characteristic and those who don't
Questions for consideration for adversely affecting each of these groups:	<ol style="list-style-type: none"> Will the activity present any problems or barriers to this community, group or sections of the workforce? Will this group of people be excluded as a result of your activity? Does the activity have the potential to worsen existing discrimination and inequality? Will the activity have a negative effect on community or employee relations?
Questions for consideration of benefiting these groups:	<ol style="list-style-type: none"> Promote equality of opportunity? Eliminate discrimination? Eliminate harassment? Promote good community relations? Promote good employee relations? Promote positive attitudes towards this group? Encourage the participation of this group? Consider more favourable treatment of people in this group?