

# Equality Impact Assessment Form

Please ensure that you refer to the **'Equality Impact Assessment Guidance'** while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Expenses Policy & Guidance
Name of responsible officer: Lisa Jones
Group/Directorate: People & Performance
Service Area: Human Resources
Date: 9th September 2015

**(a) WHAT ARE YOU ASSESSING FOR IMPACT ?**

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input checked="" type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>	Information/ Position statement <input type="checkbox"/>
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**(b) Please name and describe below**

Update of existing guidance into policy and guidance

**(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?  
If so, please identify what and how?**

Yes, expenses are payments to workers where that payment may be subject to taxation and / or treatment as benefits in kind

**(d) Does the initiative directly affect service users, employees or the wider community?**

Yes	<input checked="" type="checkbox"/>	Continue assessment
No	<input type="checkbox"/>	No need to continue screening or carry out an EqIA

**Screening/Relevance Test: Is an equality impact assessment required?**

*Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.*

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	This policy is applicable to all employees regardless of whether or not they have a protected characteristic
Disability	As above
Gender Reassignment	As above
Marriage & Civil Partnership	As above
	As above

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Pregnancy and Maternity	
Race	As above
Religion or Belief	As above
Sex	As above
Sexual orientation	As above
Carers	As above
Welsh Language	As above

**If after completing the EqlA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqlA you must provide adequate explanation below (Please use additional pages if necessary).**

There are no known impacts for the above groups as the policy protects all employees.

**Are you happy that you have sufficient evidence to justify your decision?**

Yes ..... ~~No .....~~

Signed Lisa Jones

Position Head of HR

**N.B. 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 Equality Impact Assessment**

*You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.*

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.
If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.
Please highlight positive impacts and actions that have been identified as a result of the assessment process.

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## Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

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(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.

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Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

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**Decision Log** – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)

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## Review

**Date of Next Review:**

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**If review is not required, explain why.**

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**Approved by:**

**Signature:**

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**Job Title:**

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**Approval date:**

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**Date of Update:**

**Update recording**

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