

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: Implementation of the GDPR

Name of responsible officer: Lisa Richards

Group/Directorate: Chief Executive

Service Area: Legal and Democratic Services

Date: 18 July 2016

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

(b) Please name and describe below

In order to implement the General Data Protection Regulations a number of new policies and procedures will need to be implemented across the Council. We will be required to change the way we process certain types of personal data which will have a major impact of the delivery of some services. Additionally the GDPR requires all local authorities to appoint a data protection officer to take the lead with its implementation and continued compliance come May 2018.

(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?

REGULATION 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, (General Data Protection Regulation)

The previous Data Protection Act 1998 will be replaced with this Regulation. All areas that are processing personal data will be affected by this change.

(d) 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

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.

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What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	None
Disability	None
Gender Reassignment	None
Marriage & Civil Partnership	None
Pregnancy and Maternity	None
Race	None
Religion or Belief	None
Sex	None
Sexual orientation	None
Carers	None
Welsh Language	None
	All individuals will be affected, not just those with a special characteristic.

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

At this point a full EqIA will not be required as this report only outlines the changes made to the existing law and the new policies and procedures that we will need to implement in order to ensure compliance.

No

Signed _____ **Position** _____

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 EqIA.

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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.

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.

(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.

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

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

Review

Date of Next Review:

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If review is not required, explain why.

Approved by:
Signature:
Job Title:
Approval date:

Date of Update:
Update recording