

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

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|---|
| Details |
| Name of Initiative to be assessed: Recorder of Merthyr Tydfil |
| Name of responsible officer: Joe Murphy |
| Group/Directorate: Chief Executive |
| Service Area: Legal |
| Date: Thursday, 16 February 2017 |

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

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

(b) Please name and describe below

A formal Resolution of the Council is sought to enable the Authority to restore the position of 'Honorary Recorder of Merthyr Tydfil' and to invite the resident Judge of Merthyr Tydfil Crown court to accept the role, subject to approval of the Senior Presiding Judge for England and Wales.

**(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. Section 54 of the Courts Act 1971 grants a power as follows:
"the council of a borough shall have power to appoint a person to be honorary recorder of the borough".

(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.

What will be the effect on :-

| Protected Characteristic | Impact? <i>Include Positive and Negative</i> |
|------------------------------|--|
| Age | Low impact |
| Disability | Low impact |
| Gender Reassignment | Low Impact |
| Marriage & Civil Partnership | Low Impact |

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| | |
|-------------------------|------------|
| Pregnancy and Maternity | Low Impact |
| Race | Low Impact |
| Religion or Belief | Low Impact |
| Sex | Low Impact |
| Sexual orientation | Low Impact |
| Carers | Low Impact |
| Welsh Language | Low Impact |

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

The project has a low impact against many of the key areas outlined within the form but the proposal will have a positive impact upon the economic, social and environmental sustainability for the County Borough and will enhance the positive reputation and prestige of the County Borough as a whole.

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

Yes

Signed: Joseph Murphy, Solicitor. Legal department.

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.

Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in

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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:

If review is not required, explain why.

Approved by:

Signature:

Job Title:

Approval date:

Date of Update:

Update recording