



Equality Impact Assessment (EIA)

Please use the accompanying EIA Guidance Notes when completing this document.

1. Who is completing the EIA, and when? (Lead and support(s))

Lead and job title:

Support(s) and job title(s):

Date EIA began:

Date EIA completed:

2. What is the name of the policy and what is its purpose or description?

Name:

Purpose or description:

3. Will the impact of this policy be internal (on OPCC and/or Constabulary colleagues), external (on the public), or both? (Please tick ✓)

Internal	
External	
Both	

4. Use the tables below to summarise the key information, actions and risk rating of the policy. Please add new rows to the table as needed in each section.

Remember the three parts of the PSED:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by, or under, this Act;
- Advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it;
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

AGE

<p>▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? Please provide a summary of the relevant findings or key points, including sources.</p>	<p>▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?* <i>see guidance doc p.3-4 for further information</i></p>

DISABILITY

<p>▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? Please provide a summary of the relevant findings or key points, including sources.</p>	<p>▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?* <i>see guidance doc p.3-4 for further information</i></p>

GENDER REASSIGNMENT

<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
MARRIAGE AND CIVIL PARTNERSHIP			
<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
PREGNANCY AND MATERNITY			
<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
RACE / ETHNICITY/ NATIONALITY/ LANGUAGE			

<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
RELIGION OR BELIEF			
<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
SEX			
<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
SEXUAL ORIENTATION			

<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>
INTERSECTIONALITY AND ANY OTHER FACTORS (rural or urban location; socioeconomic factors etc.)			
<ul style="list-style-type: none"> ▪ What data or information have you looked at? ▪ Who have you consulted and what did they tell you? <p>Please provide a summary of the relevant findings or key points, including sources.</p>	<ul style="list-style-type: none"> ▪ What <u>actions</u> have you taken (or will you take) in response to your findings? ▪ What issues or potential issues (if any) are you <u>unable</u> to solve and why? <p>Once actions are complete, please update with any relevant details.</p>	<p>Who owns these actions, and what date were they completed or are they due to be completed by?</p>	<p>Taking the information and actions into account, is the risk high, medium, or low?*</p> <p><i>see guidance doc p.3-4 for further information</i></p>

5. Will the impact of the policy be measured? If yes, when and how will this be done? If no, why not? (e.g. evaluations, surveys, research, data analysis on service users and/or outcomes etc.)

<p>Yes – it will be monitored by... or No – it will not be monitored because... <i>(please delete as appropriate)</i></p>	
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6. Having considered all the information above, what is the overall equality risk rating of this policy?

High/ medium/ low *(please delete as appropriate)*

Why did you choose this rating? *(Please see pages 3-4 of the guidance document for risk rating definitions.)*

Director level sign off

Name:

Signature:

Date: