

Initial equality impact assessment screening form

(As of October 2015 this form replaces 'Record of decision not to carry out an EIA')

This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.

Directorate	Central Services
Service area	HR
Proposal being screened	Limited early achievement of budget savings during 2016/17
Officer(s) carrying out screening	Meg Snape
What are you proposing to do?	Bring forward some budget savings resulting from a number of minor changes, including:- <ul style="list-style-type: none"> • a few staff going part time • savings in the training budget • reduction in spend on conferences • reduction in spend on medical fees • reduction in spend on subscriptions etc
Why are you proposing this? What are the desired outcomes?	Savings target
Does the proposal involve a significant commitment or removal of resources? Please give details.	Involves some removal of resources from the budget

Is there likely to be an adverse impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics?

As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics?
- Does the proposal relate to functions that previous consultation has identified as important?
- Do different groups have different needs or experiences in the area the proposal relates to?

If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your [Equality rep](#) for advice if you are in any doubt.

Protected characteristic	Yes	No	Don't know/No info available
Age		N	
Disability		N	
Sex (Gender)		N	
Race		N	
Sexual orientation		N	
Gender reassignment		N	
Religion or belief		N	
Pregnancy or maternity		N	
Marriage or civil partnership		N	
NYCC additional characteristic			
People in rural areas		N	
People on a low income		N	
Carer (unpaid family or friend)		N	

<p>Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.</p>	<p>No</p>			
<p>Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.</p>	<p>No</p>			
<p>Decision (Please tick one option)</p>	<p>EIA not relevant or proportionate:</p>	<p>Yes</p>	<p>Continue to full EIA:</p>	
<p>Reason for decision</p>	<p>No direct impact on current service HR/OD provision therefore no need for EIA.</p>			
<p>Signed (Assistant Director or equivalent)</p>	<p>Justine Brooksbank</p>			
<p>Date</p>	<p>13th January 2016</p>			