

	<b>Reference:</b>	
<b>Responsible Officer</b>	Shelley Kipling, Assistant Chief Executive	
<b>Cabinet Member:</b>	Cllr Amanda Chadderton	
<b>Support Officer</b>	Amanda Richardson	

## Equality Impact Assessment Tool

<b>Service Area:</b>	Corporate Policy
<b>Budget Reduction Title:</b>	

### Stage 1: Initial Assessment

1a	<b>Which service does this project, policy or proposal relate to?</b>				
	The proposals relate to a number of services including Welfare Rights, Revenues and Benefits; Education and Early Years; Early Help; Children's Services; Adult Social Care; Housing				
1b	<b>What is the project, policy or proposal?</b>				
	The Cost of Living Action plan				
1c	<b>What are the main aims of the project, policy or proposal?</b>				
	To ensure that residents are supported through the Cost of Living crisis and that the support is available before and during the winter 2022/3				
1d	<b>Who, potentially, could this project, policy or proposal either benefit or have a detrimental effect on, and how?</b>				
	The proposals are unlikely to have a detrimental impact on any groups with protected characteristics as they actively seek to ensure that all residents can access the help and support they need to avoid crisis through the winter months 2022/3. In this respect the proposals will have a positive impact overall – particularly for those residents who are the most financially vulnerable, for example those on very low or fixed incomes such as pensioners; people in receipt of disability benefits; those with No Recourse to Public Funds				
1e	<b>Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups?</b>				
		<b>None</b>	<b>Positive</b>	<b>Negative</b>	<b>Not sure</b>
	Disabled people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (includes impacts due to pregnancy / maternity)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in a Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Groups with particular faiths or beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

<b>Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?</b>				
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>1f</b>	<b>What do you think the overall NEGATIVE impact on groups and communities will be?</b>	<b>None / Minimal</b>	<b>Significant</b>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>1g</b>	<b>Using the screening and information in questions 1e and 1f, should a full assessment be carried out on the project, policy or proposal?</b>	<b>Yes</b> <input type="checkbox"/>
		<b>No</b> <input checked="" type="checkbox"/>

<b>1h</b>	<b>How have you come to this decision?</b>
	The proposals aim to provide additional help and support to residents who are struggling financially, including those residents with protected characteristics. Residents on very low or fixed incomes will in particular be positively impacted; the support proposed mitigating against longer term disadvantage that can arise from periods of extreme financial hardship.

## Stage 2: What do you know?

<b>What do you know already?</b>
<b>What don't you know?</b>
<b>Further Data Collection</b>

## Summary (to be completed following analysis of the evidence above)

<b>1e</b>	<b>Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups?</b>	<b>None</b>	<b>Positive</b>	<b>Negative</b>	<b>Not sure</b>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disabled people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Particular ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (includes impacts due to pregnancy / maternity)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People of particular sexual orientation/s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in a Marriage or Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths or beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?</b>				
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Stage 3: What do we think the potential impact might be?

3a	<b>Who have you consulted with?</b>	
3b	<b>How did you consult? (include meeting dates, activity undertaken &amp; groups consulted)</b>	
3c	<b>What do you know?</b>	
3d	<b>What don't you know?</b>	
3e	<b>What might the potential impact on individuals or groups be?</b>	
	Generic (impact across all groups)	
	Disabled people	
	Particular ethnic groups	
	Men or women ( <i>include impacts due to pregnancy / maternity</i> )	
	People of particular sexual orientation/s	
	People in a Marriage or Civic Partnership	
	People who are proposing to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	
	People on low incomes	

	People in particular age groups	
	Groups with particular faiths and beliefs	
	Other excluded individuals (e.g. <i>vulnerable residents, individuals at risk of loneliness, carers or service and ex-serving members of the armed forces</i> )	

## Stage 4: Reducing / Mitigating the Impact

4a	<b>What can be done to reduce or mitigate the impact of the areas you have identified?</b>	
	<b>Impact 1</b>	<b>Proposal</b>
	<b>Impact 2</b>	<b>Proposal</b>
	<b>Impact 3</b>	<b>Proposal</b>

4b	<b>Have you done, or will you do anything differently, as a result of the EIA?</b>

4c	<b>How will the impact of the project, policy or proposal and any changes made to reduce the impact be monitored?</b>

### Conclusion

*This section should record the overall impact, who will be impacted upon, and the steps being taken to reduce / mitigate the impact*



## Stage 5: Signature

Role	Name	Date
Lead Officer	Amanda Richardson	13 September 2022
Approver Signatures	Shelley Kipling	18 September 2022

EIA Review Date:	31 October 2022
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*Further guidance and information on Equality Impact Assessments is available here – [http://intranet.oldham.gov.uk/downloads/download/35/equality\\_impact\\_assessments](http://intranet.oldham.gov.uk/downloads/download/35/equality_impact_assessments)*