

Impact Rating and Comment

Category	Impact	Likelihood	Duration	Comment
Equality Characteristics				
Age	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly.
Disability	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Gender reassignment	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Marriage and civil partnership	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Pregnancy and maternity	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Race	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Religion or belief	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Sex	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Sexual orientation	Neutral	Possible	Long	Oldham Advocacy Services will be provided for people aged 16+ across a

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Sexual orientation			Term	range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly

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Corporate Priorities				
Digitisation	Neutral	Possible	Long Term	
Ex-service personnel	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Income	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Place-based working	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Preventative approach	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Residents first	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Safeguarding	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly, ensuring the safety of people at all times

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Future Oldham Aims				
Clean and green	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Community and leisure	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Education	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Healthy and safe	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Homes	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Pride and cohesion	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Transport	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly
Work	Neutral	Possible	Long Term	Oldham Advocacy Services will be provided for people aged 16+ across a range of statutory needs and will ensure that people receive the right advocacy support for their particular needs using the relevant legislative framework and guidance accordingly

Negative impacts : further detail

Category

Impact

Likelihood

Duration

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What are the potential negative impacts of this policy/decision?

What action can be taken to mitigate the potential negative impacts?

What action(s) will be taken?

Action Owner

Timeline

1			
2			
3			
4			
5			

If the negative impacts can't be mitigated, why should the project/decision proceed?

Positive impacts where likelihood is possible : further detail

Category

Impact

Likelihood

Duration

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What action can be taken to increase the likelihood that positive impacts are realised?

What action(s) will be taken?

Action Owner

Timeline

	What action(s) will be taken?	Action Owner	Timeline
1			
2			
3			
4			
5			

Where the Impact Assessment has no Positive Impacts : further detail

If there are no identifiable positive impacts, why should the project/decision proceed?