



## Equality Impact Assessment Template

### Introduction

Equality impact assessments enable the Trust to consider any direct or indirect impact a policy, procedure, guide or change might have on people with protected characteristics. Evidence gathering can assist with monitoring and evaluation processes (e.g. trend analysis) to assist the Trust in understanding if an unintended impact has occurred.

Equality impact assessments support evidence-based decisions, transparency and consideration of equality issues.

<b>Name of employee completing the EIA.</b>	
<b>Job Title</b>	
<b>Date</b>	
<b>Contributors to the EIA</b>	
<b>Aim/purpose of the policy/procedure/change</b>	
<b>Scope of the policy/procedure/change</b>	

Protected Characteristic Group	Impact Analysis			Impact Analysis and Risks/Mitigations
	Positive Impact Identified	Neutral Impact Identified	Negative Impact Identified	
Age				
Disability				
Sex				

Gender re-assignment				
Race				
Religion or belief				
Sexual orientation				
Marriage or civil partnership				
Pregnancy and maternity				

Consultation/stakeholder engagement	
Evidence used in the decision/recommendation	
Final decision and rationale	
Monitoring arrangements	
Arrangements for communication	

<b>Date EIA ratified by the responsible body:</b>	
<b>Date of review:</b>	

