

Potential Impact on Target Groups – Preliminary Consultation – Bishops Castle

Assess each of the following areas separately and consider how the policy may affect people's Human Rights

- Have you considered the relevant Protected Characteristics and/or consulted people with specialist knowledge?
- Will the policy create any problems or barriers to any Community or Group?
- Will any group be excluded because of the policy?
- Will the policy have a negative impact on community relations?

If the answer to any of these is **Yes** to any **High Impact criteria**, you must prepare a **Full (Part 2) EINA**. Preliminary consultation will be required to help identify the impact and evidence of this recorded.

Initial assessment (and preliminary consultation)

Protected Characteristic groups	Significant (High) negative impact <i>Full EINA required</i>	Significant (High) positive impact <i>Full EINA required</i>	Medium or Low impact <i>Part 1</i> EINA only <i>required</i>
Race (also ethnicity, nationality, culture, language, gypsy, traveller)			X
Disability (mental & physical impairments, mobility, manual dexterity, speech, hearing, learning, understanding, visual, MS, cancer, HIV)			X
Sex (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment)			X
Gender re-assignment (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment)			X
Sexual Orientation (heterosexual, lesbian, gay, bi-sexual)			X
Age (children, young people, working age, elderly)			X
Religion & belief (Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Non-conformists)			X
Pregnancy & Maternity			X

Other (other target groups relevant to your service, for example, family carers, marital status, rurality, poverty)			X
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High	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with customers, general public, employees
Medium	Some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with customers, general public, employees
Low	Almost bordering with non-relevance to the EINA process (heavily legislation led, very little discretion exercised, limited public facing aspect, national policy)

What is your evidence for your answers to the above questions?

Race (also ethnicity, nationality, culture, language, gypsy, traveller) – No adverse effects on any particular group made up of people of common ethnicity or nationality. The changes will affect each group in exactly the same way.
Disability (mental & physical impairments, mobility, manual dexterity, speech, hearing, learning, understanding, visual, MS, cancer, HIV) There are possible implications for those with reduced mobility as travel distances may increase as a result of the proposed changes. However, as the utilisation rate of the office is so low people are obviously able to get to other offices to complete their business. For those with any severe disability which renders them in effect housebound a domiciliary service is and always has been available.
Sex (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment). No particular issues associated with any of these aspects more so than any other characteristic. The changes are global.
Gender re-assignment (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment). No particular issues for this particular group
Sexual Orientation (heterosexual, lesbian, gay, bi-sexual) No particular issues for this particular group
Age (children, young people, working age, elderly) – Potential for the elderly to be affected in terms of travelling to other locations to register. Additional travelling would be necessary. For those unable to access the service in any other way due to them being housebound a domiciliary service is and always has been available.
Religion & belief (Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Non-conformists) – No impact on the grounds of Religion or Belief.
Pregnancy & Maternity No impact.
Other (other target groups relevant to your service, for example, family carers, marital status, rurality, poverty). Rurality is a concern, poor bus services and public transport could have a medium impact with the proposed changes. Those who do not have access to a car or a friend or relative with a car could be adversely affected.

Important: Only policy, procedure, function, etc rated as **High Impact** needs a **Full (Part 2) EINA**. Full assessment requires more in-depth consultation with members from the target groups highlighted as being at the receiving end of any potential High Impact.