

Potential Impact on Target Groups – Preliminary Consultation – Whitchurch

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) Minimal impact as there are no sweeping changes proposed.
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) –Minimal Impact as there are no sweeping changes proposed
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). Minimal impact as there are no sweeping changes proposed.

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.