

Equality Impact Assessment Form

Revised Nov 2018

Name and brief description of proposal / policy / service being assessed

During a financial appraisal of Careline's future viability, one of the options is to close Careline.

Information used to analyse the effects on equality, diversity and inclusion

Knowledge of the make-up of Careline service users.

Based on the information considered above – how does the proposal (or how likely is it that the proposal) will impact differently on people with these characteristics. Consider the impact as widely as possible (including the effect on staff, customers, stakeholders etc.)

	Could particularly benefit (X)	May adversely impact (X)	Reasons	Is any action required? (to reduce negative or increase positive impact)	Details of actions planned or an explanation of why action is not possible
People from different ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	Careline delivers a monitoring and response service to elderly and vulnerable people. They are often least able to help themselves. If Careline were to close, these service users could be signposted to a different provider however there would undoubtedly be extra stress for them and we could not guarantee what service they would receive, and at what price.	N	This option will not be proposed during the appraisal.
Men, women, non-binary (including maternity/ pregnancy)	<input type="checkbox"/>	<input type="checkbox"/>		N	
Those who have transitioned (i.e. those who have transitioned from the gender they were assigned at birth)				N	
People with disabilities and carers	<input type="checkbox"/>	X		Y	
People from different faith groups or those without a faith	<input type="checkbox"/>	<input type="checkbox"/>		N	
People with different sexual orientations (e.g. heterosexual, lesbian, gay or bisexual people, heterosexual)	<input type="checkbox"/>	<input type="checkbox"/>		N	
People of different ages	<input type="checkbox"/>	X		Y	
Other groups (e.g. marriage/civil partnership, looked after children, cohesion)	<input type="checkbox"/>	<input type="checkbox"/>		N	

Outcome(s) of equality impact assessment:

No major change needed Adjust the policy Adverse impact but continue Stop and remove the policy/proposal X

Arrangements for future monitoring of equality impact of this proposal / policy / service:

N/A

Approved by (manager signature):



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