

<b>AssessmentNo</b>	712	<b>Owner</b>	mjcardno	
<b>Resource</b>	HSCP		<b>Service/Establishment</b>	Joint
	First Name	Surname	<b>Job title</b>	
<b>Head Officer</b>	Margaret-Jane	Cardno	Head of Strategy and Transformation	
	(include job titles/organisation)			
<b>Members</b>	HSCP Senior Management Team			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
<b>Policy Title</b>	Removal of One WTE Press Officer			
	<b>The aim, objective, purpose and intended out come of policy</b>			
	The aim of this budgetary decision is to generate savings with minimal impact on front line service delivery.			
	<b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b>			
	HSCP Senior Management Team and impacted WDC Service.			
<b>Does the proposals involve the procurement of any goods or services?</b>			<b>Yes</b>	
<b>If yes please confirm that you have contacted our procurement services to discuss your requirements.</b>			<b>No</b>	
<b>SCREENING</b>				
<i>You must indicate if there is any relevance to the four areas</i>				
<b>Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)</b>			<b>Yes</b>	
<b>Relevance to Human Rights (HR)</b>			<b>No</b>	
<b>Relevance to Health Impacts (H)</b>			<b>No</b>	
<b>Relevance to Social Economic Impacts (SE)</b>			<b>Yes</b>	
<b>Who will be affected by this policy?</b>				
Both communities of interest and communities of geography may be impacted by this decision				
<b>Who will be/has been involved in the consultation process?</b>				
HSCP Senior Management Team				
<b>Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.</b>				
	<b>Needs</b>	<b>Evidence</b>	<b>Impact</b>	
<b>Age</b>	Older Adults may benefit from access to easy read materials. 'Easy read' refers to the presentation of text in an accessible, easy to understand format. It is often useful for people with learning disabilities, and may also be beneficial for	Easy Read materials are important because this gives people choice, control and independence. This means people can make decisions themselves and play an equal part in society	The HSCP can mitigate against this risk by absorbing this work into an existing post.	

	people with other conditions affecting how they process information.		
<b>Cross Cutting</b>			
<b>Disability</b>	Those with learning disabilities will benefit from access to easy read materials. 'Easy read' refers to the presentation of text in an accessible, easy to understand format. It is often useful for people with learning disabilities, and may also be beneficial for people with other conditions affecting how they process information.	Easy Read materials are important because this gives people choice, control and independence. This means people can make decisions themselves and play an equal part in society	The HSCP can mitigate against this risk by absorbing this work into an existing post.
<b>Social &amp; Economic Impact</b>	Those with poor literacy levels will benefit from access to easy read materials. 'Easy read' refers to the presentation of text in an accessible, easy to understand format. It is often useful for people with learning disabilities, and may also be beneficial for people with other conditions affecting how they process information.	Easy Read materials are important because this gives people choice, control and independence. This means people can make decisions themselves and play an equal part in society	The HSCP can mitigate against this risk by absorbing this work into an existing post.
<b>Sex</b>			
<b>Gender Reassign</b>			
<b>Health</b>			
<b>Human Rights</b>			
<b>Marriage &amp; Civil Partnership</b>			
<b>Pregnancy &amp; Maternity</b>			
<b>Race</b>			
<b>Religion and Belief</b>			
<b>Sexual Orientation</b>			

**Actions**

**Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

The EIA identifies a limited impact in relation to the creation of easy read materials. This can be mitigated against by building this work into another role profiles.

**Will the impact of the policy be monitored and reported on an ongoing bases?**

No

**Q7 What is your recommendation for this policy?**

Introduce

**Please provide a meaningful summary of how you have reached the recommendation**

A limited impact has been identified which can be mitigated against through the expansion of an existing role profile.