

EQIA Submission – ID Number

Section A

EQIA Title

Proposed Additional Pathway of The Oaks Specialist College

Responsible Officer

[Q04 ResponsibleOfficer]

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

[Q05 ResponsibleHeadOfService]

Type of Activity

Service Change

[Q07a_ServiceChange]

Service Redesign

[Q07b_ServiceRedesign]

Project/Programme

[Q07c_ProjectProgramme]

Commissioning/Procurement

[Q07d_CommissioningProcurement]

Strategy/Policy

[Q07e_StrategyPolicy]

Details of other Service Activity

[Q07g_OtherActivityDetails]

Accountability and Responsibility

Directorate

[Q02_Directorate]

Responsible Service

[Q03_ResponsibleService]

Responsible Head of Service

[Q05_ResponsibleHeadOfService]

Responsible Director

[Q06_ResponsibleDirector]

Aims and Objectives

[Q08_AimsObjectives]

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

[Q09_DataProtectedGroupsImpacted]

It is possible to get the data in a timely and cost effective way?

[Q10DataTimelyCostEffectiveWay]

Is there national evidence/data that you can use?

[Q11_DataNationalEvidence]

Have you consulted with stakeholders?

[Q12_ConsultedWithStakeholders]

Who have you involved, consulted and engaged with?

[Q13_WhoConsultedEngagedWith]

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

[Q14_PreviousEqualitiesLast3Years]

Do you have evidence that can help you understand the potential impact of your activity?

[Q15_EvidenceOnPotentialImpact]

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

[Q16a_AreServiceUsersClientsImpacted]

Staff

[Q16c AreStaffImpacted]
Residents/Communities/Citizens
[Q16b AreResidentsCommunitiesCitizensImpacted]
Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?
[PositiveImpactsYN]
Details of Positive Impacts
[Q17 DetailsOfPositiveImpacts]
Negative impacts and Mitigating Actions
19. Negative Impacts and Mitigating actions for Age
Are there negative impacts for age?
[Q19a AreThereNegativeImpactsAge]
Details of negative impacts for Age
[Q19b NegativeImpactsAgeDetail]
Mitigating Actions for Age
[Q19c MitigatingActionsAge]
Responsible Officer for Mitigating Actions – Age
[Q19d ResponsibleOfficerAge]
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
[Q20a AreThereNegativeImpactsDisability]
Details of Negative Impacts for Disability
[Q20b NegativeImpactsDisabilityDetail]
Mitigating actions for Disability
[Q20c MitigatingActionsDisability]
Responsible Officer for Disability
[Q20d ResponsibleOfficerDisability]
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
[Q21a AreThereNegativeImpactsSex]
Details of negative impacts for Sex
[Q21b NegativeImpactsSexDetail]
Mitigating actions for Sex
[Q21c MitigatingActionsSex]
Responsible Officer for Sex
[Q21d ResponsibleOfficerSex]
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
[Q22a AreThereNegativeImpactsGenderTransgender]
Negative impacts for Gender identity/transgender
[Q22b NegativeImpactsGenderTransgenderDetail]
Mitigating actions for Gender identity/transgender
[Q22c MitigatingActionsGenderTransgender]
Responsible Officer for mitigating actions for Gender identity/transgender
[Q22d ResponsibleOfficerGenderTransgender]
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
[Q23a AreThereNegativeImpactsRace]
Negative impacts for Race
[Q23b NegativeImpactsRaceDetail]
Mitigating actions for Race
[Q23c MitigatingActionsRace]
Responsible Officer for mitigating actions for Race
[Q23d ResponsibleOfficerRace]
24. Negative impacts and Mitigating actions for Religion and belief

Are there negative impacts for Religion and belief
[Q24a AreThereNegativeImpactsReligionBelief]
Negative impacts for Religion and belief
[Q24b NegativeImpactsReligionBelief]
Mitigating actions for Religion and belief
[Q24c MitigatingActionsReligionBelief]
Responsible Officer for mitigating actions for Religion and Belief
[Q24d ResponsibleOfficerReligionBelief]
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
[Q25a AreThereNegativeImpactsSexualOrientation]
Negative impacts for Sexual Orientation
[Q25b NegativeImpactsSexualOrientationDetail]
Mitigating actions for Sexual Orientation
[Q25c MitigatingActionsSexualOrientation]
Responsible Officer for mitigating actions for Sexual Orientation
[Q25d ResponsibleOfficerSexualOrientation]
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
[Q26a AreThereNegativeImpactsPregnancyMaternity]
Negative impacts for Pregnancy and Maternity
[Q26b NegativeImpactsPregnancyMaternityDetail]
Mitigating actions for Pregnancy and Maternity
[Q26c MitigatingActionsPregnancyMaternity]
Responsible Officer for mitigating actions for Pregnancy and Maternity
[Q26d ResponsibleOfficerPregnancyMaternity]
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
[Q27a AreThereNegativeImpactsMarriageCivilPartnership]
Negative impacts for Marriage and Civil Partnerships
[Q27b NegativeImpactsMarriageCivilPartnershipsDetail]
Mitigating actions for Marriage and Civil Partnerships
[Q27c MitigatingActionsMarriageCivilPartnership]
Responsible Officer for Marriage and Civil Partnerships
[Q27d ResponsibleOfficerMarriageCivilPartnership]
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
[Q28a AreThereNegativeImpactsCarersResponsibilities]
Negative impacts for Carer's responsibilities
[Q28b NegativeImpactsCarersResponsibilitiesDetails]
Mitigating actions for Carer's responsibilities
[Q28c MitigatingActionsCarersResponsibilities]
Responsible Officer for Carer's responsibilities
[Q28d ResponsibleOfficerCarers]