



Full Equality Impact Assessment (EIA)

Impact assessment should be considered in the full range of functions, activities and decisions that the organisation is responsible for. Their purpose is to analyse policies and practices to ensure that they do not discriminate or disadvantage people. They must be relevant and proportionate to the level of changes and impact and where potential for disadvantage is identified they should demonstrate plans to eliminate.

Complete a full equality impact assessment where there is a potential risk of disadvantage to groups/individuals representative of the protected characteristics.

1. Which Function/policy are you assessing? Infrastructure Grants (1st April 2025 – 31 March 2028)

2. Who is responsible for this Function/policy? (Manager and Section) Andrea Stone, Wellbeing Manager, Regeneration

3. What changes are you proposing to this service? Continuation of funding to infrastructure grants for 3 years

4a. What potential impact will these changes have on each protected characteristics?

Protected Characteristic	Positive (Please provide evidence)	Negative (Please provide evidence)	Unmet Need (Please provide evidence)
Age	The organisations are supporting residents with a variety of needs, which might relate to age including transport to medical appointments, help access benefits such as pension credit, sessions to tackle loneliness and isolation.	N/A	N/A
Disability	The organisations support residents with long term health conditions and disabilities in several ways including transport, access to benefits including PIP assessments, sessions to highlight other support and referral options. Support is offered in communities, via phone or online, as well as face to face.	N/A	N/A
Gender reassignment	N/A	N/A	N/A
Marriage and civil partnership	N/A	N/A	N/A
Pregnancy and maternity	The organisations are aware of support during pregnancy and maternity, so can signpost according to need	N/A	N/A

Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A
Care Experience	N/A	N/A	N/A

4b. What potential impact will these changes have on other areas?

Protected Characteristic	Positive (Please provide evidence)	Negative (Please provide evidence)	Unmet Need (please provide evidence)
Socio Economic (Deprivation)	The services/support provided are aimed at people living in socio-economic deprivation. Examples include transport for those without access to a vehicle, support to ensure residents are claiming all benefits they are entitled to, social activities in places identified as a priority based on deprivation and health inequalities, support	N/A	N/A

	accessing food/clothing banks, volunteering to improve confidence and employability.		
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What evidence or data do you have that supports your assessment? For example usage, customer feedback, consultation, comparative information etc.

- Monitoring data/reports/case studies from the infrastructure recipients
- Attendance at quarterly meetings/Board meetings
- Review of recipient organisations websites
- Partnership meetings, with other organisations who work refer services users/patients/residents for support or also offer grant funding for service delivery

Action Plan

5. If you have found a negative impact, what are the concerns?

6. What action do you plan to take to mitigate this impact? This could involve consultation with those affected.

7. What is the target date for these actions?

8. Who is responsible?

5. Concern	6. Action	7. Target Date	8. Responsible

9. Explain how you have included these actions to mitigate within your service plan

Signed	A Stone
Date	15/01/2025

Updated January 2023