

Appendix 2

2012/13 Annual Performance Review

Equality Impact Assessment

2012/13 Annual Performance Review

Contact: Tony Ward, Business Planning & Performance

Updated: 4 September 2013

1. What type of proposal / decision is being assessed?

Other

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The decision sought is to approve the draft 2012-13 Annual Performance Review. The decision will result in no change for staff or the wider community.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

No	As explained in Section 2, this decision will not result in any change for staff or the wider community, therefore it cannot have a disproportionate impact on people who share particular protected characteristics.
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4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

n/a

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

n/a

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

n/a

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

No	n/a
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

No	n/a
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Action(s)	Owner	By when?
n/a		

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	n/a
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Name of Lead Officer for Equality Impact Assessment	Date
Tony Ward	04.09.2013

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.