

Equality Impact Assessment (EIA) - Part A

Policy & Procedure or Strategy Name		Date	
Main aims of this Policy & Procedure or Strategy	Part of Appendix A, Race Equality Scheme		
Name of person completing EIA	FIN	Has this person been EIA trained? (Y/N)	

**PLEASE READ THIS EQUALITY IMPACT ASSESSMENT GUIDANCE BEFORE COMPLETING THIS DOCUMENT.
SCREENING - TO BE COMPLETED BY THE ORIGINATOR OF THE POLICY & PROCEDURE OR STRATEGY**

Preliminary Subjective Assessment - Evidence may be documented here to justify comments and rationale (See guidance)

№	About the procedure: Area of potential differential impact	Y / N	What is the possible adverse impact and how might this be mitigated? Is the procedure likely to have an adverse impact on any Surrey Police personnel
1	Is there any evidence or reason to believe that persons from minority groups could be adversely affected?		
2	Does this document have a negative impact upon our lawful general duty? (See Guidance)		
3	Does this document promote our lawful general duty? (see Guidance)		
4	Have you used any research or data in the formulation of this document? (If yes list)		
5	Has any internal consultation on this document been carried out? (Who has been consulted?)		
6	Has any external consultation on this document been carried out? (Who has been consulted?)		
7	If you have answered yes to Q5 and/or Q6, have you made any changes as a result of that consultation? (If so, what?)		
8	Is there evidence that implementation of this policy / procedure / strategy is likely to be discriminatory or perceived to be so?		
9	Is there any evidence that this policy/procedure/strategy is likely to damage relations?		
10	If its use is likely to adversely affect people from certain groups, can it be justified because of the overall objective?		
11	Do you perceive the subject of this policy / procedure / strategy to be politically or socially sensitive? (If yes, how?)		
12	Is the impact of this policy / procedure / strategy measurable using data?		
13	Will the impact of this policy / procedure / strategy be monitored? (If yes, how?)		

Overall Risk Assessment	INCOMPLETE
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Equality Impact Assessment (EIA) - Part B

TO BE COMPLETED BY THE DIVERSITY DIRECTORATE

EIA Quality Assured by Diversity Directorate	Date	
	By	
	Is risk level agreed?	

	Yes / No	Justification
For Medium/High risks is any consultation, further consultation or other action required in respect of this EIA? (If YES outline proposed action, if NO state reasons and go direct to sign off).		

	Yes / No	Further Requirements
Is anything further required of the policy owner?		

	Outcomes
If further consultation or action has been undertaken give outcomes.	

EIA signed off	Date	
	By whom	