

Chesterfield Borough Council

Equality Impact Assessment - Preliminary Assessment Form

The preliminary impact assessment is a quick and easy screening process. It should identify those policies, projects, services, functions or strategies which require a full EIA by looking at negative, positive or no impact on any of the equality groups.

Service Area: Legal
Section: Legal
Lead Officer: Amanda Walker

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Indemnity Policy

Is the policy, project, service, function or strategy:

Existing
Changed
New/Proposed

Q1 - What is the aim of your policy or new service?

To clarify the position for members and officers of the Council in any situation where claims are made against them in civil or criminal matters arising out of their responsibilities or duties to the Council.

Q2 - Who is the policy or service going to benefit?

Staff and elected members of the Council.

Q3 - Thinking about each group below, does, or could the policy, project, service, function or strategy have an impact on protected characteristics below? You may also need to think about sub groups within each characteristic e.g. older women, younger men, disabled women etc.

Please tick the appropriate columns for each group.

| Group or Protected Characteristics | Potentially positive impact | Potentially negative impact | No impact |
|---|------------------------------------|------------------------------------|------------------|
| Age – including older people and younger people. | | | X |
| Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer. | | | X |
| Gender – men, women and transgender. | | | X |
| Marital status including civil partnership. | | | X |
| Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers. | | | X |
| Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people. | | | X |
| Ethnic Groups | | | X |
| Religions and Beliefs including those with no religion and/or beliefs. | | | X |
| Other groups e.g. those experiencing deprivation and/or health inequalities. | | | X |

If you have answered that the policy, project, service, function or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

Q4 - Should a full EIA be completed for this policy, project, service, function or strategy?

Yes
 No

Q5 - Reasons for this decision:

The Indemnity Policy does not adversely affect any particular demographic group. The policy aims to ensure that officers and members are aware of the extent of indemnity available to them and what actions to take if criminal proceedings or a civil claim is made against them arising out of a Council matter.

Please e-mail this form to the Policy Service before moving this work forward so that we can confirm that either a full EIA is not needed or offer you further advice and support should a full EIA be necessary.