

Equality impact assessments

Equality impact assessments (EIAs) are a legal requirement within both the Public Sector Equality Duty and Welsh Language (Wales) Measure.

Just to clarify the legal obligations, the Public Sector Equality Duty (Wales) puts a specific requirement on us to undertake equality impact assessments (EIA) as a way of examining whether a new or existing function, service, policy, procedure, strategy, plan or project affects any person or group of persons adversely.

EIAs are an integral part of any decision making process and should be undertaken as early as possible during any initiative - ideally at its inception. Failure to undertake an EIA or doing so after any decisions have been made may invalidate the decision, or at the very least leave it open to challenge or judicial review.

Our EIA process also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers and the United Nations Convention on the Rights of the Child (UNCRC).

The initial EIA screening form and full report template are available as downloads on this page. Specific guidance is also available and we recommend reading through this before you begin.

An EIA screening and/or full report must accompany any report presented to Committees, Executive Board, Corporate Briefing, Cabinet or Council.