

## Potential Impact on Target Groups – Preliminary Consultation – Oswestry

Assess each of the following areas separately and consider how the policy may affect people's Human Rights

- Have you considered the relevant Protected Characteristics and/or consulted people with specialist knowledge?
- Will the policy create any problems or barriers to any Community or Group?
- Will any group be excluded because of the policy?
- Will the policy have a negative impact on community relations?

If the answer to any of these is **Yes** to any **High Impact criteria**, you must prepare a **Full (Part 2) EINA**. Preliminary consultation will be required to help identify the impact and evidence of this recorded.

### Initial assessment (and preliminary consultation)

<b>Protected Characteristic groups</b>	<b>Significant (High) negative impact</b> <i>Full EINA required</i>	<b>Significant (High) positive impact</b> <i>Full EINA required</i>	<b>Medium or Low impact</b> <i>Part 1 EINA only required</i>
<b>Race</b> (also ethnicity, nationality, culture, language, gypsy, traveller)			X
<b>Disability</b> (mental & physical impairments, mobility, manual dexterity, speech, hearing, learning, understanding, visual, MS, cancer, HIV)			X
<b>Sex</b> (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment)			X
<b>Gender re-assignment</b> (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment)			X
<b>Sexual Orientation</b> (heterosexual, lesbian, gay, bi-sexual)			X
<b>Age</b> (children, young people, working age, elderly)			X
<b>Religion &amp; belief</b> (Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Non-conformists)			X
<b>Pregnancy &amp; Maternity</b>			X

Other (other target groups relevant to your service, for example, family carers, marital status, rurality, poverty)			X
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<b>High</b>	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with customers, general public, employees
<b>Medium</b>	Some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with customers, general public, employees
<b>Low</b>	Almost bordering with non-relevance to the EINA process (heavily legislation led, very little discretion exercised, limited public facing aspect, national policy)

### What is your evidence for your answers to the above questions?

<b>Race</b> (also ethnicity, nationality, culture, language, gypsy, traveller) – No adverse effects on any particular group made up of people of common ethnicity or nationality. The changes will affect each group in exactly the same way.
<b>Disability</b> (mental & physical impairments, mobility, manual dexterity, speech, hearing, learning, understanding, visual, MS, cancer, HIV) Minimal impact as there are no sweeping changes proposed.
<b>Sex</b> (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment). No particular issues associated with any of these aspects more so than any other characteristic. The changes are global.
<b>Gender re-assignment</b> (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment). No particular issues for this particular group
<b>Sexual Orientation</b> (heterosexual, lesbian, gay, bi-sexual) No particular issues for this particular group
<b>Age</b> (children, young people, working age, elderly) –Minimal Impact as there are no sweeping changes proposed
<b>Religion &amp; belief</b> (Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Non-conformists) – No impact on the grounds of Religion or Belief.
<b>Pregnancy &amp; Maternity</b> No impact.
<b>Other</b> (other target groups relevant to your service, for example, family carers, marital status, rurality, poverty). Minimal impact as there are no sweeping changes proposed.

**Important:** Only policy, procedure, function, etc rated as **High Impact** needs a **Full (Part 2) EINA**. Full assessment requires more in-depth consultation with members from the target groups highlighted as being at the receiving end of any potential High Impact.