



Equality Impact Assessment

Temperature in the Workplace

Document Version:	V2
Date Completed/Reviewed:	23 rd July 2019.

What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is an evidence-based assessment of how an organisational policy, plan or practice will positively support the Constabulary's/Constabularies' general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people, specifically those identified as having a protected characteristic as identified in the Equality Act 2010. It will also outline any steps required to mitigate any negative impact as well as identify ways to promote equality of opportunity.

There are nine protected characteristics, which are:

- Age,
- Disability,
- Gender Reassignment,
- Marriage and Civil Partnership,
- Pregnancy and Maternity,
- Race,
- Religion or Belief,
- Sex, and
- Sexual Orientation.

Two additional areas for consideration have also been included in this assessment:

- Family Status (e.g. dependants or caring responsibilities), and
- Economic Status.

Completing the EIA

Stage one of the EIA (Initial Screening) must be completed before a policy, plan or practice is developed or reviewed. This will then determine whether it is necessary to continue onto stage two; the Full EIA. Where a Full EIA is required, this is an ongoing process and needs to be completed alongside the policy, plan or practice development/review and must not be completed retrospectively.

Completion of the EIA should be carried out in conjunction with the joint Equality Impact Assessments policy.

Further advice on the completion of the Equality Impact Assessment can be obtained from either of the Constabularies' Diversity Units.

Please Note: For ease of reference, within this template the term 'policy, plan or practice' is used, but must be taken to mean any organisational functions, activities or decisions that may affect external communities or internal personnel.

Stage One – Equality Impact Assessment Initial Screening

The EIA Initial Screening must be completed prior to a policy, plan or practice being developed/reviewed.

1 Summarise the main aim(s) or purpose(s) of the policy, plan or practice, including any benefits or outcomes:

This policy supports Norfolk and Suffolk Constabularies' Environmental Policy with the aim to minimise energy usage, carbon emissions and to reduce energy costs whilst providing acceptable internal working conditions.

2 What factors, if any, could contribute or detract from the outcomes?

Reduction in building maintenance funding to maintain acceptable standards and working electrical and mechanical services.

3 Identify individuals and organisations (internally and externally) that are likely to have an interest in, or be affected by the policy, plan or practice:

Internal
All police personnel.
External
General Public. (As users of our estate).

4 Is there any evidence that the policy, plan or practice could have a differential and/or adverse impact on any of the following groups?

Protected Characteristic	Evidence/Reason
Age Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Disability Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Gender Reassignment Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Marriage & Civil Partnership Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Pregnancy & Maternity Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Race Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	

Religion or Belief	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Sex	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Sexual Orientation	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Family Status*	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Economic Status	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	

*For example, dependants or caring responsibilities

5 Can any impact identified above be justified? Yes No N/A

Evidence/Reason:

The Equality Impact Assessment is now complete if:

- **No** differential/adverse impact has been identified, or
- A differential/adverse impact has been identified **but can be justified**.

If the differential/adverse impact **cannot** be justified, a [Full Equality Impact Assessment](#) must be completed.

6 Is a Full Equality Impact Assessment required? Yes No*

***Please Note:** If equality issues are identified during the course of the policy, plan or practice development/review, the EIA Initial Screening will need to be revisited. This may result in a Full EIA being required where it previously was not.

This Equality Impact Assessment Initial Screening was completed by:

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Position: Head of Estates

Date: 23.07.2019.

