

EQUALITY IMPACT ASSESSMENT

THE STAGE ONE ASSESSMENT FORM - the initial screening process

SERVICE, POLICY OR FUNCTION BEING ASSESSED: Website Infrastructure

DESCRIPTION OF SERVICE, POLICY OR FUNCTION: (e.g. main purpose, users or beneficiaries etc)

This covers the website as a vehicle for interaction with the public (communication and service provision). Its main purpose is to act as another delivery channel, and in future to be the main delivery channel.

Please indicate if it is an existing area of service or a new area/project:
Existing service

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
Age	No	Yes. The website infrastructure does not have an impact on Age, except where some pundits might argue that web technology is used more by younger people. However, this is not a consequence of the structure, but the technology, and there are other communications channels in place.	No	N/A

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
		Any web content relating to Age will be dependent on whether individual service areas provided content for such purposes; this is not related to the infrastructure.		
Belief or faith	No	Yes. The website infrastructure does not have an impact on Belief or Faith. Any web content relating to Belief or Faith will be dependent on whether individual service areas provided content for such purposes; this is not related to the infrastructure.	No	N/A

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
Disability	Yes. Having the website available helps people do business with the council. It would, for example, help people with hearing impairments which prevented them using the telephone, or disabilities that prevented them from coming to the offices. It is one of several different mechanisms used for public interaction and each of which provides alternative means of communication and service delivery.	No	Yes. There are facilities available on the website to assist people with disabilities, such as visual impairments, and the website takes into account the W3C standards where possible. However, further developments could be undertaken in this area given sufficient resources and funding.	Low. The impact is seen as low as there are alternative communications and service delivery vehicles that the public can use where their requirements can be addressed – e.g. the telephone.
Sexual Orientation	No	Yes. The website infrastructure does not have an impact on Sexual Orientation. Any web content relating to Sexual Orientation will be dependent on whether individual service areas provided content for such purposes; this is not related to the infrastructure.	No	N/A

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Gender	No	<p>Yes. The website infrastructure does not have an impact on Gender.</p> <p>Any web content relating to Gender will be dependent on whether individual service areas provided content for such purposes; this is not related to the infrastructure.</p>	No	N/A
Race	No	<p>Yes. The website does provide some guidance to users to enable them to translate text into other languages, but this is largely an activity that has to be proactively undertaken by users.</p> <p>There are other communications vehicles provided outside the website (leaflets and translation facilities) which ensure that users are not disenfranchised.</p>	No	N/A

PLEASE ANSWER THE FOLLOWING QUESTIONS IF ANY AREAS HAVE BEEN IDENTIFIED WITH LOW LEVEL NEGATIVE IMPACT

IS THE IMPACT LIKELY TO CHANGE OVER TIME?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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IF YES, HOW WILL THE IMPACT CHANGE?

Over time, the facilities on the website will improve and therefore the negative impacts will become less.

WHAT CAN YOU DO TO MINIMISE OR REMOVE ANY *UNINTENDED* NEGATIVE IMPACT?

HOW COULD YOU MONITOR THIS WORK?

Ongoing work on the website is monitored and approved through the Web First Group.

IF YOU HAVE IDENTIFIED ANY AREAS WHERE THE LEVEL OF NEGATIVE IMPACT IS HIGH PLEASE REFER TO YOUR HEAD OF SERVICE PRIOR TO COMPLETING A STAGE TWO ASSESSMENT FORM

Signed:Service Manager undertaking the Assessment.

Date: