



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Summary

Name of Product

Description of Product

Department

Assessment Writer

Date Started

CEO/ACE Sign Off *Please include the date*

EDI Manager Sign Off *Please include the date*

Review Date

Version Control

This is a living document and should be updated as we update our products, and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author

Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our **Equality Consideration Checklist**.

Is an EIA required at this time?	Yes/ No – <i>delete as appropriate</i>
If no, what is your rationale?	



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Stage Two – Identify Scope
<p>You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please including links to any sources and details of any consultation work you have undertaken.</p>

Stage Three - Impact	
<p>What potential positive or negative impacts has your research and consultation revealed?</p>	
Age	
Positive Impacts	Negative Impacts
Disability	
Positive Impacts	Negative Impacts
Gender Reassignment	
Positive Impacts	Negative Impacts
Marriage and civil partnership	
Positive Impacts	Negative Impacts



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Pregnancy and maternity	
Positive Impacts	Negative Impacts
Race	
Positive Impacts	Negative Impacts
Religion or Belief	
Positive Impacts	Negative Impacts
Sex	
Positive Impacts	Negative Impacts
Sexual Orientation	
Positive Impacts	Negative Impacts
Other – Please clarify	
Positive Impacts	Negative Impacts

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
		Ongoing or Complete – <i>delete as appropriate</i>



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Stage Four – Mitigation – Risk Tolerance

Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here.

Impacts we cannot mitigate

Does your head of department approve of tolerating this risk?

Yes/ No – *delete / add to business area risk register as appropriate.*

Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team: edi@cleveland.pnn.police.uk

The team will review your EIA and will either: provide final sign off the completed document, OR, return your document with further considerations and recommendations for you to implement.