

Stage 1: Rapid Impact Checklist

Document title: Capability Procedure

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Reason for the Equality Impact Assessment:

| | |
|--------------------------------------|---|
| Proposed new document | |
| Proposed change to existing document | |
| Review of existing document | X |
| Other (please state): | |

Could any protected characteristics be affected by this proposal?¹

| | |
|-----|----|
| Yes | No |
| | x |

If yes, which protected characteristic groups could be affected?

| | | | |
|---------------------|--|---|--|
| Age | | Disability | |
| Gender reassignment | | Pregnancy and maternity | |
| Race/ethnicity | | Religion or belief (including lack of belief) | |
| Sex | | Sexual orientation | |

Note: the policy incorporates a section on disability to ensure that appropriate adjustments are considered.

Will the proposal have any impact on:

| | | |
|---------------------------|-----|----|
| | Yes | No |
| Discrimination? | | X |
| Equality of opportunity? | | X |
| Relations between groups? | | X |

¹ 'Proposal' is used as shorthand for any policy, procedure, strategy or proposal that might be assessed.

Will the proposal have an impact on the physical environment? For example, will there be impacts on:

| | |
|---------------------------------------|--|
| Living conditions? | |
| Working conditions? | |
| Pollution or climate change? | |
| Accidental injuries or public safety? | |