

Equality Impact Screening Form

As a public authority we need to ensure that our strategies, policies, and services have had proper consideration to equality and diversity.

A screening process can help you to decide whether the initiative you are responsible for has a negative impact on an individual or group of people with any protected characteristics.

This initial screening template will help you to decide whether an Equality Impact Assessment (EIA) is required for the development or review of the Strategy/Policy/Service

Title of Strategy/Policy/Service:	Legal & Democratic
Service Area:	Electoral Services
Officers responsible (Name and title):	Steven Corrigan (Democratic Services Manager); Susan Baker (Electoral Services Team Leader); Jordan Kennedy (Electoral Services Officer); Ben Silverthorne (Trainee Democratic and Elections Officer)
Is this a new or existing strategy /policy/project	New project
Aims and objectives of the Strategy/Policy/Service	The Polling District & Polling Places review focuses on the existing polling districts and polling places across South Oxfordshire and Vale of White Horse, identifying if there is any need to merge polling districts (because it is not necessary to keep two) or reallocate polling stations. The impact to electors is minimal because the merging of polling districts will not affect the public, and the allocation of polling stations is done in accordance with the accessibility requirements outlined in The Elections Act 2022. Where possible, we are

	making changes to allocate new polling stations that are more accessible, whilst also remaining within the polling district (so it is easy for electors to travel there). If there is no available alternative electors will continue attending their existing polling station, and so no changes will be made.
Who are the customer groups/staff affected?	Electors across both the South Oxfordshire and Vale of White Horse districts
Will there be any effect on other Council procedures or strategies?	No

Potential impact that the Strategy/policy/service could have with regard to the protected characteristics

Will this Strategy/practice/service/policy/plan have a particular impact on any of the following groups:	Employment			Relevance/Risk (if any):
	Relevance/Risk:			
	High	Med	Low/none	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	

Will this Strategy/practice/service/policy/ plan have a particular impact on any of the strands within the Public Sector Equality Duty:	Relevance/Risk:			Relevance/Risk (if any):
	High	Med	Low/none	
	Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Rural isolation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Socio economic	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	

Eliminating unlawful discrimination, harassment and victimisation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Advancing equality of opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	
Fostering good relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X	

	High:	Med:	Low/none:
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Overall impact on equalities	Selected mostly high → High Priority → EIA to be completed	Selected mostly high and/or medium → EIA to be completed	Selected mostly low → Low Priority → Do not complete EIA not relevant
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> X

Note: If there are any high or medium impacts identified a full Equality Impact Assessment will be required.

If an Equality Impact Assessment is not required, please sign and send this screening form to equalities@southandvale.gov.uk

Signed *J. Kennedy*

Dated 23.08.24