

APPENDIX 1

EQUALITY IMPACT ASSESSMENT – RELEVANCE SCREENING

1. Name of the Policy / Procedure / Project / Strategy / Service AND Person Responsible:	Paternity Leave			
2. What are the main aims and objectives of the Policy / Procedure / Project / Strategy / Service?	Paternity leave is provided to enable biological and adoptive fathers, nominated carers and same sex partners time away from work following the birth and to support the mother.			
	YES		NO	
3. Is this a key strategic document or a major project / programme (please tick) <i>E.g. The development of the Southern Sector</i>			X	
	HIGH	MEDIUM	LOW	DON'T KNOW
4.a What impact will this Policy / Service have on the public or staff, giving particular regard to potential impacts in relation to gender, age, race or ethnicity, religion or belief, sexual orientation or disability?			X	
4.b Please explain your answer:	This policy is due to be amended due to new legislation. The impact will still be low as the amendment is in addition to the current legislation.			

If you have answered YES to question 3...

...and you have identified HIGH or MEDIUM impact in 4a, you should move on to a FULL Equality Impact Assessment.

...and you have identified LOW impact or DON'T KNOW in 4a, you should move on to an INITIAL Equality Impact Assessment.

If you have answered NO to question 3...

...and you have identified HIGH impact in 4a, you should move on to an INITIAL or FULL Equality Impact Assessment.

...and you have identified MEDIUM impact in 4a, you should move on to an INITIAL Equality Impact Assessment.

...and you have identified LOW impact in 4a, you **do not** need to complete an Equality Impact Assessment.

...and you have identified DON'T KNOW impact in 4a, you should move on to an INITIAL Equality Impact Assessment.

	INITIAL	FULL	NONE
5. Based this screening please indicate if this should proceed to an Initial or Full EIA?			X

