

EIA Panel Review



EIA being reviewed	Day Opportunities Strategy	
Reference Number	288	
EIA presented by	Kevin Gillings	
Date	30/08/2023	
Panel members present	Sam Johnson Leigh Hayler Vicky Edmonds	
Aspect	RAG Rating	Comments
Timeliness Is this EIA timely? i.e. considered before any decisions have been made		Yes. The EIA has been presented to panel before a decision has been made.
Proportionate Is this EIA proportionate to the decision? i.e. is a full action plan needed?		Yes. A full report has been completed.
Is it clear what is being reviewed?		Yes.
Stakeholder Engagement Has engagement/consultation been undertaken with stakeholders? Has this fed into the proposal?		The rating is based on where we are in the process to date and there has been a recent change which means additional consultation is due to take place. Rate of female to male staff in the care group – would we know the current employees? Can this data be included in the EIA Report.
Needs and experiences Have all the protected groups been considered?		
Positive Benefits & Impacts Have all the protected characteristics been considered?		These have been identified but need to be drawn into the full EIA report from documents 1 and 2.

Negative Impacts Have all the protected characteristics been considered?		Age and Socio economic background has been covered. Race and religion needs to be considered.
Evidence Has evidence been used to draw conclusions?		Yes. Good use of consultation. Ensure the source is clear for the different data sets referred to in the EIA to avoid confusion. If we mention other authorities, what did they find out and what are we doing about their findings.
Mitigating Actions Where necessary, have reasonable adjustments been proposed?		Need to pull through some of the mitigating actions from documents 1 and 2 and include in the action plan. E.g. the work around race and religion engagement.
Summary Does the summary provide the following? <ul style="list-style-type: none"> • An overview of equality considerations both positive and negative • The rationale for drawing these conclusions • Detail required mitigating actions. 		The summary should draw out both the positive and negative equality impacts.
Overall rating		The EIA will need to be brought back to the panel when the results of the consultation are known. However, this is a comprehensive piece of work.

Please Note: All EIA's will be published on the Website. It is important that revisions are made if you receive an Amber rating, please can you send a copy of your revised EIA to the [Policy Team](#)

For reference

- **Green** – good to go/approved, providing sufficient evidence the public sector equality duty has been met.
- **Amber** – good to go subject to minor changes or mitigating actions being put in place and followed through in the development of the project/service/policy/procedure or practice.

- **Red** – inadequate, needs to be reworked before the decision goes forward, where it is evident the public sector equality duty has not been met or continuing with the project or proposal will lead to direct or indirect unlawful discrimination that cannot legitimately be justified.