

EQUALITY IMPACT ASSESSMENT

Department: RESOURCES

What is the proposed budget saving? (Use same wording as in RB6).

*RLD-S-11 (R)

Additional income within Registration Services – introduction of baby naming ceremonies.

Screening Process

Does the proposed saving involve or have consequences for the people the council serves or employs?

Yes No

If yes, proceed to Step 1 of the Full Equality Impact Assessment on page 2.

If No, please state why not.

If no, the budget saving is not relevant and no further action is required.

Impact Assessment Carried Out By: Sheona Hunter

Date: 29 September 2014

Please forward to Doreen Phillips (PhillipsD@angus.gov.uk)

EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

Step 1

What data/research is available to assess the likely impact of the proposed saving?

None

Anecdotal evidence shows that other authorities have successfully introduced these ceremonies and that there is a demand from the public for a ceremony to mark the naming of a child where no formal baptism/christening is proposed.

Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age x – baby naming ceremonies – do not apply to older children/adults

Disability n/a _____

Gender n/a _____

Gender Re-assignment n/a _____

Pregnancy/maternity n/a _____

Marriage and civil Partnership n/a _____

Race n/a _____

Religion and belief x – allow those without religious belief to access a form baptism

Sexual orientation n/a _____

Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people?

Yes No

If Yes, please give details.

Step 4

Can the proposed saving be seen to favour one section of the community?

Yes No

or deny opportunities to another?

Yes No

If Yes, please give details.

Step 5

Does the proposed saving advance equality?

Yes No

Or restrict equality?

Yes No

If Yes, please give details.

Introduction of ceremony will allow those with no religious belief to access an alternative form of baptism.

Step 6

Based on the work you have done, rate the level of impact for any of the equality groups of the proposed saving.

High Medium Low Unknown

Step 7

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified.

Yes No

Please give details.

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