

Appendix E: Equality Impact Assessment

Question	Answer (Yes, No, Unclear)	Impact (Positive, Negative or Neutral)
Does your programme have the potential to disproportionately affect men, women or those who identify as non-binary?	No	
Does your programme have the potential to disproportionately affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	Yes	Positive
Does your programme have the potential to disproportionately affect people with a disability? Consider physical and learning disabilities and mental health conditions.	Yes	Positive
Does your programme have the potential to disproportionately affect people of certain sexual orientations?	No	
Does your programme have the potential to disproportionately affect people of different age groups? Consider children and elderly populations.	Yes	Positive
Does your programme have the potential to disproportionately affect those undergoing or intending to undergo the process of gender reassignment?	No	
Does your programme have the potential to disproportionately affect those due to pregnancy or maternity? The Equality Act protects women or birthing people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.	Yes	Positive
Does your programme have the potential to disproportionately affect those who are married or in a civil partnership?	No	
Does your programme have the potential to disproportionately affect people of different faiths and beliefs?	Yes	Positive
Does your programme have the potential to disproportionately affect people on low incomes or living in poverty?	Yes	Positive
Does your programme have the potential to disproportionately affect people living in the most deprived areas of RBKC? Think about North Kensington, in particular Golborne, Notting Dale, Dalgarno and those living on the Worlds End Estate. There is further detail in Section 3 below in the socioeconomic and geographical box.	Yes	Positive