



## Stage 1 – Equality Impact Assessment Screening

Any new policy, strategy, function, service, practice, or proposal will need to be screened to decide whether it's relevant to equality and if this is the case, it is necessary to build an assessment (Stage 2) into the **initial drafting** or **development** of the piece of work.

The relevant strands of equality are:

**Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.**

**Also, for issues affecting staff, consider employees who are married or in a civil partnership.**

The next section sets out the points you may need to consider in determining whether to carry out an EIA (stage 2). For advice/support in making this determination, please contact the Performance & Improvement Team (Equality lead).

<b>Title of policy or proposal</b>	Annual review of RIPA Policy
<b>Name of EIA lead</b>	Sarah Sternberg. Assistant Director of Governance and Monitoring Officer
<b>Briefly describe the aims of the policy, strategy, service, decision or proposal, its aims, the likely outcomes, and the rationale for it</b>	<ul style="list-style-type: none"><li>• In spite of a history of not using covert directed surveillance, Covert Human Intelligence Sources and Communications Data, the Authority is required to have and annually review its policy and procedures.</li><li>• The policy closely follows the law and the Home Office Guidance on its use.</li><li>• Should there be a need to use RIPA, having the policy and procedures in place helps to use it correctly.</li></ul>

	<b>Initial Assessment Considerations</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
1.	Does this policy/proposal affect people: <ul style="list-style-type: none"><li>• Customers</li></ul>	X		Affects all groups equally

	Initial Assessment Considerations	Yes	No	Comments
	<ul style="list-style-type: none"> <li>Residents</li> <li>Staff</li> </ul>			
2.	Does it have the potential to adversely impact on any of the protected characteristics?		x	
3.	Can the council influence the impact? E.g., is it a statutory requirement, national guidance etc.		x	This is a statutory investigation tool which allows a breach of an individual's human rights where it is necessary and proportionate. Its use is highly regulated by the law and Home Office Guidance and IPCO oversees its use.
4.	Are existing equality monitoring processes already in place? If so, please note under comments		X	Although the answer is no, it is hard to assess as the power has not been used for a number of years.

If the answer to questions 1 to 3 above is 'yes', then an **Equality Impact Assessment** (Stage 2) may be necessary.

A copy of the form should be sent via email to the Performance and Improvement (Equality Lead) [amar.bashir@ne-derbyshire.gov.uk](mailto:amar.bashir@ne-derbyshire.gov.uk) and a copy should be retained with your policy/proposal documentation.

Equality Officer Recommendation	Tick as appropriate	Date
EIA Stage 2 required		
EIA Stage 2 NOT required	X	6.06.25

Copy to be returned to the EIA lead with Equality Officer recommendation.

Performance and Improvement Team to keep a central electronic record of all decisions made under Stage 1.