



**Equality Impact Assessment
Validation Decision Notice**

EIA Reference Number	30/2010
Service, policy, or strategy	Gender Reassignment Policy
Element(s) assessed	Whole
Names of Assessors	Dianne Yexley (Chair – Chrysalis) Sarah Blohm (Equalities Officer)

Consider:

Was discrimination or disadvantage identified?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Was the service promoting equality?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Could the service be improved in promoting equality?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Are the customers' needs understood and met?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Does the summary report properly reflect the key findings of the assessment?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Is the summary report clear and easy to understand?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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If improvements have been identified, do they reflect and deal with the key findings?

<input checked="" type="checkbox"/>	<input type="checkbox"/>
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The decision is to:

Validate

Not validate

The reason/s for the decision are: *please give details below*

Validation given – information correct

Not validated – decision not to proceed as EIA incorrect

Not validated - screening error

Not validated – research/consultation error

Not validated – improvement error

Signed

Karen Brumacombe

Designation

Corporate Director

Name

Karen Brumacombe

Date

11 August 2010

Summary Report

Name of service, policy, or strategy	Gender Reassignment Policy
Element(s) being assessed	Whole
Date of assessment	20 July 2010
Name of assessors	Sarah Blohm (Equalities Officer) Dianne Yexley (Chair of Chrysalis)

The EIA briefing and scoping/screening was carried out between the council and Chrysalis, a local support agency for people with Gender Identity issues. The policy was developed in consultation with and guidance from Chrysalis. It was agreed that the policy would protect both staff and customers and that no negative impacts were identified.

Two minor adjustments were suggested to the wording of the policy –

- 4.1 To include chest reconstruction in list of gender reassignment surgery for female to male transsexuals
- 5.5 To include reference to the corporate and individual fines that may be incurred for disclosure of information

In addition to the minor amendments mentioned above, Chrysalis stated they would be able to offer further support/guidance to the council on gender reassignment issues, including bespoke training for HR staff and customer access teams.

As the only improvements identified were minor word changes it was agreed between the council and Chrysalis that no discrimination or negative impact had been identified and therefore no full equality impact assessment was needed.

Equality Impact Assessment

FORM F

Stage 5

STAGE 5 - Improvements	
Name of service, policy, or strategy	Gender Reassignment Policy
Element(s) assessed	Whole
Date to be submitted for validation	11 August 2010
Target implementation start date	6 August 2010
Target completion date	
Action required to achieve improvement title & brief description	Two minor adjustments were suggested – 4.1 To include chest reconstruction in list of gender reassignment surgery for female to male transsexuals 5.5 To include reference to the corporate and individual fines that may be incurred for disclosure of information
Reference number or code	
Responsibility:	Lead Shella Storey
	Support Sarah Blohm
Resource implications	None
Links <i>To business/service plan actions, policies, strategies or programmes</i>	Data Breach Policy

The prioritisation criteria used at Stage 2 may be useful to give an overall priority and to prioritise individual actions. In either case you may need to add additional criteria such as cost, timescale, ease of implementation, etc.