

Summarising an assessment

In the light of the principles and criteria for assessment you have used, and of the evidence you have reviewed, make an assessment.

It is suggested you copy and paste one of the following statements into your document, and then expand and explain it as appropriate.

- A. A positive impact is explicitly intended and very likely.
- B. An adverse impact is unlikely, and on the contrary the policy has the clear potential to have a positive impact by reducing and removing barriers and inequalities that currently exist.
- C. An adverse impact is unlikely. On the contrary, there is potential to reduce barriers and inequalities that currently exist. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
- D. Adverse impact is unlikely, but positive impact is also unlikely.
- E. Adverse impact is probable or certain, since certain groups will be disadvantaged, either proportionately or absolutely, or both. Remedial action is therefore necessary.
- F. Adverse impact is probable or certain for certain groups but the policy as a whole can nevertheless be justified.

PLEASE NOTE

If you select the sixth of these assessments it will be necessary to obtain further advice, in order to ensure it is legally watertight.

Source: Adapted slightly from *Equality Impact Assessments: a workbook*, created by the Equality and Diversity Unit at the Department for Children, Schools and Families, and downloadable from <http://www.dfes.gov.uk/publications/des/docs/EQUIAWorkbook.doc>