

## EQUALITY IMPACT ASSESSMENT MATRIX

This assessment should be undertaken on the inherent risk i.e. that which exists as a result of the proposals. Before any mitigations and then on the residual risk i.e. the risk that remains once mitigations have been taken into account.

VERY HIGH (V)		4	8	12	16
HIGH (H)		3	6	9	12
MEDIUM (M)		2	4	6	8
LOW (L)		1	2	3	4
SEVERITY ON INDIVIDUALS	LIKELIHOOD	UNLIKELY (U)	POSSIBLE (P)	LIKELY (L)	VERY LIKELY (V)
RISK RATING MATRIX		1	2	3	4
		LOW	MARGINAL	CRITICAL	CATASTROPHIC
		IMPACT			

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NUMBER OF PEOPLE AFFECTED	<50	1
	51-100	2
	101-500	3
	501>	4

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OVERALL SCORE	
5 or less	Low impact
6 to 10	Medium Impact
11 to 15	High Impact
Over 15	Very high /servere impact

## OVERALL IMPACT DESCRIPTORS

The following descriptors are designed to help the assessor understand the potential equalities implications of the decision/proposal

	<b>LOW (Negligable)</b>	<b>MEDIUM (Marginal)</b>	<b>HIGH (Crtical )</b>	<b>VERY HIGH (Catastropic)</b>
<b>LEGAL</b>	Complaint/ initial challenge - may be easily resolved	Internal investigation following a number of complaints/ challenges	Ombudsman Complaint following unresolved complaints/ challenges	Risk of High level challenge resulting in Judicial Review
<b>FINANCIAL</b>	Little or no additional financial implication as a result of the decision/ proposal	Medium level implication - internal legal costs & internal resources	High financial impact - External legal advice and internal resources	Severe financial impact - legal costs and internal resources
<b>PEOPLE</b>	No or Low or level of impact on isolation, quality of life, achievement, access to services. Unlikely to result in harm or injury. Mitigating actions are sufficient	Significant quality of life issues i.e. Achievement, access to services. Minor to significant levels of harm, injury. mistreatment or abuse OR, low level of impact that is possible or likely to occur with over 500 people potentially affected	Serious Quality of Life issues i.e. Where isolation increases or vulnerability is greatly affected as a result. Injury and/or serious mistreatment or abuse of an individual for whom the Council has a responsibility OR, a medium level of impact that is likely to occur with over 500 people	Death of an individual for whom the Council has a responsibility or serious mistreatment or abuse resulting in criminal charges OR High level of impact that is likely to occur, with potentially over 500 people potentially affected

			potentially affected	
<b>REPUTATION</b>	Little or no impact outside of the Council	Some negative local media reporting	Significant to high levels of negative front page reports/editorial comment in	National attention and media coverage