

Natural and Cultural Heritage Fund

Equalities Impact Assessment

Template

September 2020

Septembe2019

**Version Control**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date | Issue | Status | Author | Authorised by |
| 25/06/19 | V1 | Draft | FS | IR |
| 15/09/2020 | V2 | Final  | LC | EM |
|  |  |  |  |  |

**Equalities Impact Assessment Template**

1. Application number and name

|  |
| --- |
|  |

1. Who is the project likely to impact on and how? Does the project have the potential to impact on groups with protected characteristics? Please provide a brief description including any evidence.

|  |
| --- |
|  |

1. Think about the impact the project/policy will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Please also consider whether there is potential for discrimination.

|  |  |  |  |
| --- | --- | --- | --- |
| Protected characteristic  | What do you know about this group in the context of the project/policy? | What is the potential impact (positive, neutral or negative) on people who share the characteristic?  | What could you do to reduce any negative impacts and maximise positive impacts?  |
| Age |  |  |  |
| Disability |  |  |  |
| Gender reassignment |  |  |  |
| Marriage and civil partnership |  |  |  |
| Pregnancy and maternity |  |  |  |
| Race |  |  |  |
| Religion or belief |  |  |  |
| Sex |  |  |  |
| Sexual orientation  |  |  |  |

1. Who will be consulted internally or externally on this EqIA?

|  |
| --- |
|  |

1. **Equalities Action Plan** - What actions will be taken to ensure any issues identified are addressed during the project?

|  |  |  |  |
| --- | --- | --- | --- |
| Issue | Action  | Outcome  | Monitoring and Evaluation |
| *What is the issue we want to address* | *What needs to be done?* | *What will be achieved by undertaking the outline actions?*  | *How will we know we’ve been successful?*  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |



Published: September 2020

NatureScot

Great Glen House

Leachkin Road

Inverness IV3 8NW

01463 725000

[www.nature.scot](http://www.nature.scot)