

Equality Analysis Template

An Equality Analysis (EA) is a risk assessment tool that examines whether different groups of people are, or could be, impacted by decision making within an organisation. You must do an Equality Analysis before you finalise your proposal, or it is not legally compliant.

Please fill out the template below. If you aren't sure whether EA is applicable, or would like more information, please see the [City of London Corporation's Equality Analysis Toolkit](#). If you need feedback on your analysis, please contact the EDI team (EDI@barbican.org.uk).

1. Is EA applicable?	Yes
2. Proposal outline	<i>This is an Access and Adjustments report and draft action plan.</i>
3. Summary of evidence considered	<i>Evidence is feedback received through the Access and Adjustments Survey and staff workshops.</i>
4. Analysis	<p><i>For each characteristic, please outline:</i></p> <ul style="list-style-type: none"> <i>i. What is the potential impact of the proposal in relation to this characteristic? Is it positive or negative or neutral?</i> <i>ii. What actions will you take to remove or minimise any potential negative impact?</i> <p>Age: Positive – the action plan specifically aims to improve accessibility and adjustments for all staff and is designed to build inclusion for all groups.</p> <p>Disability: Positive – the action plan focuses on enhancing access and reasonable adjustments which directly benefits disabled staff by providing them with necessary support.</p> <p>Marriage or civil partnership: As above</p> <p>Pregnancy and maternity: As above</p> <p>Race: As above</p> <p>Religion or belief: As above</p>

	<p>Sex: As above</p> <p>Trans identity ('Gender reassignment'): As above</p> <p>Sexual orientation: As above</p> <p>Social mobility: As above</p>
<p>5. Decision</p>	<p><input checked="" type="checkbox"/> Outcome 1: No change required. The assessment has not identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken.</p> <p><input type="checkbox"/> Outcome 2: Adjustments to the proposal are necessary to remove or minimise potential negative impact, or to further advance equality. These adjustments are clearly outlined above and I am satisfied that they will remove or minimise the barriers identified.</p> <p><input type="checkbox"/> Outcome 3: Continue despite having identified some potential negative impacts or missed opportunities to advance equality. The justification for this is compelling and has been included in the above analysis and is in line with the duty to have 'due regard'. There are sufficient plans in place to reduce the negative impact and/or plans to monitor the actual impact, which are outlined in this document.</p> <p><input type="checkbox"/> Outcome 4: Stop and re-think as the assessment shows actual or potential unlawful discrimination.</p>
<p>6. Plans for monitoring and review</p>	<p><i>The Access and Adjustments Action Plan is monitored officially every 6 months via the EDI Strategy Update report, and regular feedback is received through diversity networks and working groups.</i></p>
<p>7. Sign off by the decision maker</p>	<p>Name: Emma Green</p> <p>Job title: Head of EDI</p> <p>Date: 19/08/2024</p>