

## Equality Impact Assessment (EQIA) Screening Form

### Section 1: Identify the Policy, Project, Service Reform or Budget Option

<b>Name of the Policy, Project, Service Reform or Budget Option to be screened</b>	Fenland District Council (FDC) Website
<b>Reason for change in Policy or Policy Development</b>	N/A
<b>List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option</b>	The FDC website and its content is managed by the Policy & Communications Team. It is a central point for information, online applications and customer contact therefore it is very important that it has good usability and can be easily accessed by our residents.
<b>Name of officer completing assessment (signed and date)</b>	David Wright
<b>Assessment verified by (signed and date)</b>	16 December 2024

### Section 2: Gathering Evidence and Stakeholder Engagement

<b>Name any research, data, consultation or studies referred to for this assessment</b>	<b>State if this reference refers to one or more of the protected characteristics</b>	<b>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</b>
Ad-hoc feedback received through our My Fenland Team, service requests, an online form via our website and our 3Cs procedure	It may depending on the feedback received	No

Name any research, data, consultation or studies referred to for this assessment	State if this reference refers to one or more of the protected characteristics	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
Google Analytics, Site Improve and Socitm (monthly analysis)	No	No

### Section 3: Assessment and Differential Impacts

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Sex or Gender	Women		X		
	Men		X		
	Transgender		X		
Race	White		X		
	Mixed or Multiple Ethnic Groups		X		
	Asian		X		
	African		X		
	Caribbean or Black		X		
	Other Ethnic Group		X		
Disability	Physical disability		X		
	Sensory Impairment (e.g. sight, hearing)		X		
	Mental health		X		
	Learning disability		X		
LGBT	Lesbians		X		
	Gay Men		X		
	Bisexual		X		

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Age	Older people (60+)		X		
	Younger people (18-25)		X		
	Children (0-16)		X		
Marriage and Civil Partnership	Women		X		
	Men		X		
	Lesbians		X		
Pregnancy and Maternity	Women		X		
Religion and belief	See below		X		

Summary of Protected Characteristics most impacted	All equally impacted; no negative impact
Summary of Socio-Economic impacts	All equally impacted; no negative impact
Summary of Human Rights impacts	All equally impacted; no negative impact
Summary Explanation of the scoring against the protected characteristics	All equally impacted; no negative impact. Our website has been designed so that anybody, regardless of protected or specific characteristics, can access it. We are committed to making our website accessible in accordance with the Web Content Accessibility Guidelines version 2.2AA standard, as outlined in our Accessibility Statement – <a href="http://www.fenland.gov.uk/accessibility">www.fenland.gov.uk/accessibility</a> . Our website has been designed to enable people with disabilities to access it using assistive technology or adaptations where required. It has been configured not to

## Section 4: Outcomes, Actions and Public Reporting

Screening Outcome	Yes, No or not at this stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	No

## Section 5: Monitoring outcomes, evaluation and review

Arrangements for Monitoring	Annual full audit; data gathering monthly
Timing of the current review	This review was undertaken in December 2024.
Next scheduled review	Full review scheduled December 2025.

### **If applicable, please provide details of the arrangements for future monitoring:**

Continued monitoring through the following:

- Site Improve (for checking availability, broken links and accessibility)
- GOSS Interactive (to monitor website availability)
- Google Analytics (to monitor website usage and understand which content is accessed the most)
- SOCITM 'Better Connected' Report
- Regular in-house accessibility audits through in-browser tools such as Lighthouse to ensure compliance with WCAG 2.2AA requirements

**If applicable, please provide details of any supporting data/ research linked to monitoring arrangements (both FDC & Partners):**

- SOCITM Better Connected Report
- Research through Site Improve
- Gov.uk Digital Accessibility Requirements