



EQUALITY IMPACT INITIAL SCREENING TEMPLATE

This initial screening template will help you to decide whether an Equality Impact Assessment (EqIA) is required for the development or review of the service/policy/strategy/practice/plan. Before completing this document, please refer to the guidance on the completion of Equality Impact Assessments (EqIA).

Please note that the **EDI Business Partner** is available for advice on the completion of this template and can be contacted by emailing Daniel.Keating@WarwickDC.Gov.UK

Name of policy: Parental Leave for Councillors

Is this policy:

New

A review or change

What are the aims and objects of the Policy?

The proposed Parental Leave policy for Councillors is intended to encourage greater diversity of Councillors and representation of residents' needs by providing the appropriate provisions for Parental Leave for Councillors and cover for the Councillors using said provisions.

Who are the customers?

Councillors.

Employment

Will this policy have a particular impact on any of the following groups:	Employment			Relevance/Risk (if any):
	Relevance/Risk:			
	High	Med	Low/no ne	
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Action is being taken to ensure everyone who needs it has access to this type of leave, related to different characteristics/backgrounds
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Action is being taken to ensure everyone who needs it has access to this type of leave, related to different characteristics/backgrounds
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Action is being taken to ensure everyone who needs it has access to this type of leave, related to different characteristics/backgrounds
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Service Provision

Will this policy have a particular impact on any of the following groups:	Service Provision			Relevance/Risk (if any):
	Relevance/Risk:			
	High	Med	Low/none	
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Action is being taken to ensure everyone who needs it has access to this type of leave, related to different characteristics/backgrounds
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Action is being taken to ensure everyone who needs it has access to this type of leave, related to different characteristics/backgrounds
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Action is being taken to ensure everyone who needs it has access to this type of leave, related to different characteristics/backgrounds
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Will this service/policy/strategy/practice/plan have a particular impact on any of the strands within the Public Sector Equality Duty:	Yes	No
1. Eliminating unlawful discrimination, harassment and victimisation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Advancing equality of opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Fostering good relations	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Overall impact on equalities: MEDIUM

Is an Equality Impact Assessment (EqIA) required? NO

Please note: Unless there is little or no relevance to equalities an EIA **must** be completed

If the decision is made not to carry out an EqIA, please give a brief reason as to why: It was not deemed appropriate to carry out a full EqIA when consulting with the Equalities Diversity & Inclusion Business Partner, this screening template was considered sufficient.

Name and signature of Officer completing this template: Lola Burrell, 10/09/2025