

## Equality Impact Assessment Initial Screening - Relevance to Equality Duties

The EIA should be used to identify likely impacts on:

- disability
- race
- sex
- gender reassignment
- age
- religion or belief
- sexual orientation
- pregnancy and maternity
- caring responsibilities (usually only for HR polices and change management processes such as back offices)

1. Name of the proposed new or changed legislation, policy, strategy, project or service being assessed.

Abolition of the Public Guardian Board as provided for in the Public Bodies Bill.

2. Individual Officer(s) & unit responsible for completing the Equality Impact Assessment.

Public Guardian Board Sponsor,  
Arms Length Body Sponsorship Team,  
Arms Length Body Governance Division,  
Corporate Performance Group.

3. What is the main aim or purpose of the proposed new or changed legislation, policy, strategy, project or service and what are the intended outcomes?

<b>Aims/objectives</b>	<b>Outcomes</b>
<p>The Government's reforms of public bodies will increase accountability, remove duplication and streamline the public bodies landscape. The Public Bodies Bill provides the legislative basis for reform but does not itself enact any changes. These will be made through secondary legislation.</p>	<p>Increased ministerial accountability relating to functions carried out on behalf of the state; elimination of duplication and reduced waste; fewer public bodies and reduced costs.</p>

4. What existing sources of information will you use to help you identify the likely equality impacts on different groups of people?

The Public Guardian Board has only one member of staff, who is a departmental employee. Due to this the department is not providing a breakdown in terms of protected characteristics, but will ensure that staff member is treated in accordance with the department's internal equality and diversity principles. The member of staff will have the protection of existing departmental policies on equality and diversity, including the department's organisational change framework. Support will be given in given in order to achieve redeployment and avoid, where possible, redundancy.

The Public Guardian Board sits in a purely advisory role and does not provide a direct service to users. There is thus no data on service users and any general impact of abolition is too indirect to be measurable. The department considers that there will be minimal impact on the seven board members who are public appointees not employees. They are aware of the impending abolition and hold fixed term non-permanent posts. Due to the small number of members no breakdown is provided in terms of protected characteristics.

The Public Guardian Board has a statutory obligation to report to the Lord Chancellor by way of an Annual Report. Their last meeting in December 2010 was used to inform stakeholders of the abolition and this year will be used as an introduction to the new governance structure.

5. Are there gaps in information that make it difficult or impossible to form an opinion on how your proposals might affect different groups of people. If so what are the gaps in the information and how and when do you plan to collect additional information?

Because of the small number of staff (one person), no detailed breakdown of the protected characteristics is provided.

As above, the Public Guardian Board do not provide a service directly to users. The department does not consider that it is possible accurately to assess the indirect impact of abolition.