

Annex H | Rapid Impact Assessment for the Proposed Strategy

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| <p>1. Positive Impacts</p> <ul style="list-style-type: none">• benefits in the areas of employment, health and well-being and skills development, by enhancing people's governance skills and providing opportunities for developing their potential• positive impact on the social environment, by improving civic participation• ensuring discrimination does not occur in the appointments process or in access to appointment opportunities• ensuring equality of opportunity in the field of public appointments• improved relations between different groups, by recognising and valuing diversity• improvements to the physical environment with regard to people's disabilities, both in the application process and the board room• improvements to the effectiveness of public services, through ensuring the effectiveness of the board of public bodies | <p>2. Negative impacts</p> <p>No negative impacts</p> |
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3. Additional information & evidence required

Robust information is not currently held regarding the appointment experience of LGBT applicants or those from particular faith groups. Information in these areas is required to ensure outcomes are improving year on year for all.

Baselines will need to be established for a number of areas in the proposed strategy, against which progress can be measured.

4. Recommendations

The proposed strategy has been developed with input from wide range of stakeholders, further consultation is now required to ensure the recommendations and targets are appropriate, achievable and will help promote equality for all.

5. During the process of the rapid check were any negative impacts identified relating to race, disability or gender? Is a full assessment required? If not why not?

No negative impacts of the strategy have been identified. A full assessment is not required; however, further impact assessments of individual recommended actions will be required before the actions are implemented to ensure that the implementation is planned effectively and considers the needs of a wide range of groups.