EQUALITY IMPACT ASSESSMENT (EqIA)

Summary results of the EqIA

Title of policy/practice/process/service:

Criminal ABWOR merits test in restoration of driving license cases.

Is the policy new (proposed), a revision to an existing policy or a review of current policy?

Review of current policy.

Key findings from this assessment (or reason why an EqIA is not required):

Equalities considerations are embedded into our policy on this ABWOR merits test. The assessment indicates that the factors involved in our decision-making are either neutral in their impact or potentially positive from an equalities perspective by enabling circumstances associated with an applicant's protected characteristics to be considered.

Summary of actions taken because of this assessment:

We should be clear in our decision-making and external guidance that we will take equalities considerations into account and provide guidance on information which will assist in enabling us to make decisions where equalities issues are relevant to our policy position. We will monitor how the policy works in practice through ongoing review of decisions.

Ongoing actions beyond implementation include:

N/A.

Lead person(s) for this assessment (job title and department only):

Policy and Research Analyst, in conjunction with Head of Criminal Legal Assistance and Criminal team leaders.

Senior responsible owner agreement that the policy has been fully assessed against the needs of the general duty (job title only):

Director of Operations.

Publication date (for completion by Communications):
25/06/2024

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Document control:		Criminal ABWOR merits test in restoration of driving license cases v0.3
Date policy live from:		Live
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Document change log		
Version/Author	**Date**	**Comment**
V0.1	September 2022	First draft (as considered by GALA Review Group)
V0.2	February 2024	Version updated following consultation
V0.3	April 2024	Finalised clean version

Step 1 – Framing the planned change

Discussing step 1 and step 2 with the Policy Officer (Equalities) at an early stage will help identify appropriate evidence. This may include support from the wider Policy and Development team.

1.1 Briefly describe the aims, objectives and purpose of the policy/practice/process/service. *You can use the information in your project specification, business case etc.*

SLAB's policy on prior approval for criminal ABWOR operationalises the requirements of the relevant Regulation, which is Regulation13(1). The purpose of a policy statement is to identify the circumstances in which we will provide approval for ABWOR to be given. Section D of the policy statement is set out below, for reference.

"Our policy is that we will grant any application for criminal ABWOR to be provided for restoration of driving license cases where the following circumstances are shown to apply:

a) the solicitor confirms that the disqualification arises as a criminal, rather than a civil matter; and
b) that the relevant statutory period of disqualification has passed before the application for restoration is made; and
c) there would be a significant negative impact on the applicant of being unable to have their driving license restored – for example:
    - there would be a loss of a credible employment opportunity for which a driving license is required
    - there is an absence of suitable alternative transport such as public transport

    and/or
d) there are relevant equalities considerations such as caring responsibilities for which a driving license is required.

We must be satisfied as to both factors a) and b). However, it is not necessary that both the remaining factors are satisfied for a grant to be made if one has been met."

1.2 Why is the change required? *Legislative, routine review etc.*

We are reviewing this area in line with the principles and goals of the GALA project, therefore there is no change required and this is a routine review of the policy.

1.3 Who is affected by this policy/practice/process/service? *Be clear about who the 'customer' is.*

The ultimate customer is the client to whom legal services, which are supported through the Legal Aid Fund, are provided. The extent to which assisted persons can access ABWOR (for those cases requiring our prior authority) will be affected by how we set policy in this area. Solicitors and advocates work with the policies and guidance we develop. They are affected by the policy but not in relation to their protected characteristics.

1.4 Policy/practice/process/service implementation date? *Project end date, date new legislation will take effect.*

Policy is currently in effect.

1.5 What other SLAB policies or projects may be linked to or affected by changes to this policy/practice/process/service?
The EqIA for related policies might help you understand potential impacts, and/or your findings might be relevant to share.

The main related operational policies are those with regards to increases in authorised expenditure (A&A/ABWOR), and more generally, our policies around whether a grant of A&A/ABWOR can be considered valid.

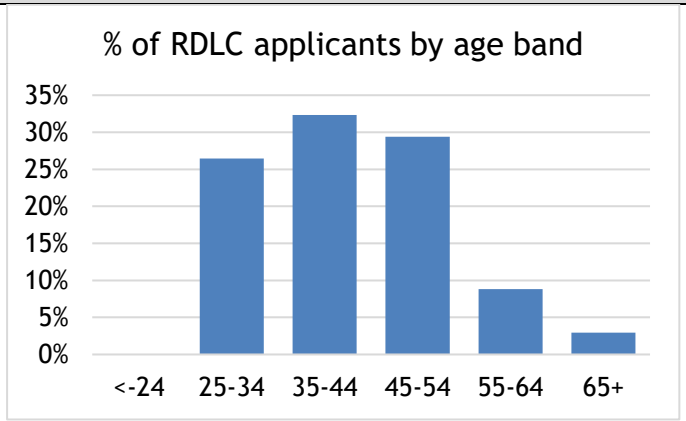
Step 2: Consider the available evidence and data relevant to your policy/practice/process/service

The information you gather in this section will:

- *help you to understand the importance of your policy/practice/process/service for different equality groups,*
- *inform the depth of equality impact assessment you need to do (this should be proportional to the potential impact on equality groups), and*
- *provide justification and an audit trail behind your decisions, including where it is agreed an equality impact assessment is not required.*

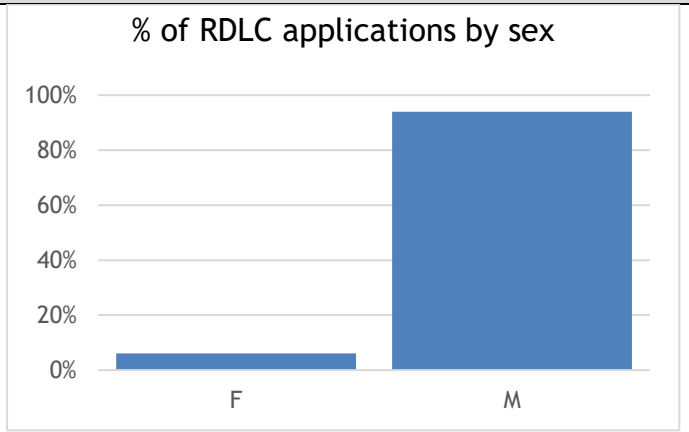
2.1 What information is available about the experience of each equality group in relation to this policy/practice/process/service?
Stay focused on the topic and scope of your policy/practice/process/service. Does the policy/practice/process/service relate to an area where there are already known inequalities? Refer to the EqIA guidance for sources of evidence. Remember, this step in the EqIA process is NOT about the impact your policy has on equality groups and what we need to

do to mitigate those. That assessment is done under Step 4.
Note: If you proceed to a full EqIA you should continue to add to this section as you develop the policy/practice/process/service, come across new evidence and/or undertake a consultation.

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? *Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).*
Age	(1) SLAB analysis of internal ABWOR applicant data, 21-22 (2) Scottish Government, Scotland's Carers	 The age profile of applicants for ABWOR in driving license cases in 2021-22 is shown above, which contrasts somewhat with the profile of applicants for all types of criminal ABWOR, which is generally younger (in particular, 24 years and under). (1) The likelihood of being a carer increases with age, up to 55-64. Around 12% of women and 9% of men in their 20s and early 30s are carers but for those in their late 50s/early 60s, nearly a third of women are carers and over a fifth are men. The 50-64 age group is the most likely to provide care. (2) This may be relevant to our consideration of whether there are any equalities-related reasons why a driving license is required.

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? *Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).*
Disability	(1) Disabled people in the labour market in Scotland 2018 (2) Disability and Transport – Findings from the Scottish Household Survey (3) Going further, Scotland's Accessible Travel Framework (4) SLAB criminal applicants survey 2018-19: toplines (internal source)	The employment rate is much lower for people with disabilities. (1) In a 2021 survey, people who had recently used trains and buses were asked about different aspects of their experiences. Disabled people were generally slightly less positive than people who were not disabled. When asked why they did not use the bus more, disabled people were far more likely to quote 'health reasons' than non-disabled people (30% compared to 1%). (2) This may be relevant to our policy in considering whether it is reasonable to expect an applicant to use public transport. In 2014, approximately one in 10 disabled people in the UK had difficulties getting to a rail, bus or coach station or stop and a similar proportion had difficulties getting on or off these forms of transport. (3) SLAB's most recent criminal applicants survey found that 54% of respondents indicated they had a long-standing illness, health problem or disability that limits daily activity. (4) Note: this is not limited to ABWOR only.
Race	(1) Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018 (2) Scotland's carers	The employment rate for ethnic minority groups is lower than for the white population in Scotland. (1) Scotland's 2011 Census tells us about carers' ethnicity. Overall, 9% of the white Scottish/British/Irish population are carers compared to 5% of other

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? *Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).*
	(3) Engender response to the Scottish Government consultation on Scotland's National Transport Strategy (4) Reducing car use for a healthier, fairer and greener Scotland (5) SLAB criminal applicant survey 2018-19: topline data (internal source)	ethnicities. Further work is needed to look at the age structure and health of different ethnic populations to see if that explains some or all this difference. (2) This may be relevant to our consideration of whether there are any equalities-related reasons why a driving license is required. BME women and women of certain faiths face both racialised and sexualised abuse, which can affect decisions around travel. (3) Similarly, people from some ethnic groups may have concerns about using public transport and public transport facilities, especially at night when these may be poorly lit, for fear of harassment or discrimination. (4) This could be relevant to our consideration of impact on the applicant with regards to whether public transport is available. SLAB's most recent criminal applicants survey reported that only around 1% of applicants reported they were from a non-white group, with around 4% from a white minority background. (5)

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? *Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).*
Sex	(1) Analysis of SLAB internal ABWOR applications data for 21-22 (2) Scotland's carers (3) Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018 (4) Engender response to the Scottish Government consultation on Scotland's National Transport Strategy	 The chart above shows most applications for ABWOR under this category were men (2021-22). The percentage of applications from women under this category code is lower than for criminal ABWOR overall. (1) Scottish Government analysis indicates that women of working age are much more likely to be carers than men, with women making up nearly 60% of carers. (2) This may be relevant to our consideration of whether there are any equalities-related reasons why a driving license is required. The employment rate for women is lower than for men in Scotland. (3) Some evidence suggests that the cost of travel passes for public transport may be prohibitive for many women, especially when travelling with children or others for whom they care. More broadly, experiences of travel and use of public transport are informed by sex, including intersectionality). (4)

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? *Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).*
Gender Reassignment		No evidence found.
Sexual orientation	(1) Perceptions and barriers to bus use (2) SLAB criminal applicant survey 2018/19: toplines (internal source)	In relation to nighttime travel on buses, young straight/heterosexual respondents were slightly more likely to feel safe always or often when travelling at night, while LGBT young people were slightly more likely to say they felt safe only sometimes or never. (1) This could be relevant to our consideration of impact on the applicant with regards to availability of public transport. SLAB's most recent criminal applicants survey reported that 2% of respondents were gay or lesbian, and a further 2% were bisexual, with 94% of respondents being heterosexual. (2)
Religion or Belief	(1) Perceptions and barriers to bus use	In relation to travel on buses, there is evidence that experiences discrimination or bullying on the basis of religion or belief are relevant to perceptions of bus travel and willingness to use the bus as a form of transport. (1)
Pregnancy or maternity	(1) Reducing car use for a healthier, fairer and greener Scotland	Pregnant women or parents travelling with pushchairs and young children may find journeys are uncomfortable or difficult, especially without rest stops. People with pushchairs may find certain types of public transport option inaccessible. (1) This could be relevant to our consideration of impact on the applicant with regards to the availability of public transport.
Marriage/civil partnership		No evidence found.

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? *Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).*
Care Experienced *(corporate parenting duty)*	(1) SLAB criminal applicant survey 2018-19 toplines (internal source)	SLAB's most recent criminal applicant survey reported that 13% of applicants declared they were currently or previously looked after. (1)

2.2 Using the information above and your knowledge of the policy/practice/process/service, summarise your overall assessment of how important and relevant the policy/practice/process/service is likely to be for equality groups.

The policy forms a key part of the initial assessment of eligibility (that is, it is an in/out point). Where the test we set out is not met, no ABWOR can be provided. The grant rate for these cases in 2021-22 was just under 70%. There are two parts to our policy. The first focuses on establishing that the disqualification can be removed (that is, the request is legally competent). Our position is that this has no equalities implications and does not involve any consideration of an individual applicant's protected characteristics.

The second part of the policy focuses on the potential impacts of the driving license being restored and would include the impact that having no driving license would have on employment opportunities. However, when considering the impact of not having a driving license in this regard, we do not specifically consider an applicant's protected characteristics: we would treat a male applicant and female applicant in the same way when considering potential impact on their employment prospects and focus instead on their specific individual circumstances.

We have also explicitly included in our policy a factor around equality considerations: for instance, the potential impact on an applicant's ability to undertake caring responsibilities, or if there are particular issues they face in relation to their lack of driving license which arise directly because of their protected characteristics.

As such, our view is that the policy is sufficiently broad enough to consider equalities issues where relevant and is unlikely to have any negative differential impacts.

2.3 Outcome of step 2 and next steps. Complete the table below to inform the next stage of the EqIA process.
Consult with the project group and/or Corporate Policy Officer (Equalities) on completing this section.

Outcome of Step 2 following initial evidence gathering and relevance to equality characteristics	Yes/ No (Y or N)	Next steps
There is no relevance to equality or our corporate parenting duties	N	Proceed to Step 5: agree with decision makers that no EqIA is required based on current evidence
There is relevance to some or all the equality groups and/or our corporate parenting duties	**Y**	Proceed to Step 3: complete full EqIA
It is unclear if there is relevance to some or all of the equality groups and/or our corporate parenting duties	N	Proceed to Step 3: complete full EqIA

Step 3 – stakeholder involvement and consultation

This step will help you to address any gaps in evidence identified in Step 2. Speaking to people who will be affected by your policy/practice/process/service can help clarify the impact it will have on different equality groups.
Remember that sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your policy/practice/process/service on equality groups. An inadequate analysis in an assessment may mean failure to meet the general duty.
The Policy and Development team can help to identify appropriate ways to engage with external groups or to undertake research to fill evidence gaps.

3.1 Do you/did you have any consultation or involvement planned for this policy/practice/process service?
Yes. The initial assessment and evidence available suggest some future consultation may be valuable to ensure we have as much relevant information and evidence as possible for informing the assessment.

3.2 List all the stakeholder groups that you will talk to about this policy/practice/process/service.

We published a consultation covering this policy area on our website with responses open to all. A link to the consultation was also provided to all solicitors registered to provide legal aid as part of a broader mailshot to the profession.

3.3 What did you learn from the consultation/involvement? *Remember to record relevant actions in the assessment action log.*

In autumn 2023, we undertook a public consultation concerning our policies on A&A and ABWOR. This included a specific question regarding the equalities implications of our policies. The consultation documents were publicly available on SLAB's website. The consultation received three responses, all of which came from solicitor firms. We note that whilst this particular policy fell within the scope of that consultation, none of the comments received were directly relevant to this policy area; as such, our assessment for the purposes of this EqIA has not changed following the consultation exercise.

Step 4 - Impact on equality groups and steps to address these

You must consider the three aims of the general duty for each protected characteristic. The following questions will help:

- **Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010?** *How will this be mitigated?*
- **Is there potential to advance equality of opportunity between people who share a characteristic and those who do not?** *How can this be achieved?*
- **Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not?** *How can this be achieved?*

4.1 Does the policy/practice/process/service have any impacts (whether intended or unintended, positive or negative) on any of the equality characteristics?
In the tables below, record the impact the policy/practice/process/service might have on each equality characteristic, as it is planned or as it operates, and describe what changes in policy/practice process/service or actions will be required to mitigate that impact. Copy any actions across to the project action log.

Cross-cutting: all protected characteristics	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	

potential for discrimination			X	We acknowledge that at a societal level, rates of use vary by protected characteristic for public transport, with some groups sharing protected characteristics less likely to be employed than others, and certain groups more or less likely to make use of public transport. However, we have no control over this and in individual cases, this societal fact has no bearing on our decision-making with regards to that factor when considering the individual applicant at hand. As such, we do not believe there is any potential for discrimination here.
potential for developing good relations			X	
potential to advance equality of opportunity	X			In principle, the equalities factor will enable us to consider information with regards *any* protected characteristic, where it is shown that the protected characteristic is relevant to the impact on the applicant of their disqualification or why the driving license should be restored. Decision-makers' guidance and external guidance for solicitors will specify how this is considered and what information to provide.
Age	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	None (see cross-cutting impacts table above).
potential for developing good relations			X	
potential to advance equality of opportunity	X			The equalities factor will enable us to consider age when considering whether to grant, for example if the applicant has caring responsibilities for elderly relatives. Decision-makers' guidance and external guidance

				for solicitors will specify how this is considered and what information to provide.
Sex	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	We are aware that, at a societal level, employment rate varies by sex. However, in considering applications in relation to impact on an individual's employment, we treat applicants the same regardless of their protected characteristics, and as such, there is no impact here.
potential for developing good relations			X	
potential to advance equality of opportunity	X			The factor relating to equalities more broadly will enable us to consider issues which may vary by sex which are relevant to considering the impact of having no driving license: this might include caring responsibilities, for instance.
Disability	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	We are aware that at a societal level, the employment rate varies by disability. However, in considering applications in relation to impact on an individual's employment, we treat applicants the same regardless of their protected characteristics, and as such, there is no impact here.
potential for developing good relations			X	None

potential to advance equality of opportunity	X			The factor in relation to equalities considerations may have a positive impact: we will be able to consider specific issues faced by people with disabilities when considering negative impacts of not having their license restored. Decision-makers' guidance and external guidance for solicitors will specify how this is considered and what information to provide.
Gender reassignment	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	The limited evidence for this protected characteristic does not highlight any impact with regards to how this policy would be experienced.
potential for developing good relations			X	
potential to advance equality of opportunity			X	
Race	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	We are aware that, at a societal level, the employment rate varies by race. However, in considering applications in relation to impact on an individual's employment, we treat applicants the same regardless of their protected characteristics, and as such, there is no impact here.
potential for developing good relations			X	None
potential to advance equality of opportunity			X	The factor relating to equalities more broadly will enable us to consider issues which may vary by race which are relevant to considering the

				impact of having no driving license, where this is demonstrated: however, we are not currently aware of any at present. Decision-makers' guidance and external guidance for solicitors will set out what information to provide against this factor.
Religion or Belief	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	We are aware that, at a societal level, the employment rate varies by religion/belief. However, in considering applications in relation to impact on an individual's employment, we treat applicants the same regardless of their protected characteristics, and as such, there is no impact here.
potential for developing good relations			X	
potential to advance equality of opportunity			X	The factor relating to equalities more broadly will enable us to consider issues which may vary by religion/belief which are relevant to considering the impact of having no driving license, where this is demonstrated: however, we are not currently aware of any at present. Decision-makers' guidance and external guidance for solicitors will set out what information to provide against this factor.
Sexual Orientation	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	The limited evidence for this protected characteristic does not highlight any impact with regards to how this policy would be experienced.

potential for developing good relations			X	
potential to advance equality of opportunity			X	
Pregnancy & Maternity	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination	X			None.
potential for developing good relations			X	
potential to advance equality of opportunity	X			The use of a broad factor on equalities-related impacts would enable pregnancy and potentially maternity to be considered in considering whether the negative impact factor has been made out. Decision-makers' guidance and external guidance for solicitors will specify how this is considered and what information to provide.
Marriage & Civil Partnership	**Place 'X' in the relevant box(es)**			**Describe the changes or actions (if any) you plan to take.** For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	**Negative impacts**	**No impact**	
potential for discrimination			X	Not relevant to be considered for this policy.
potential for developing good relations			X	
potential to advance equality of opportunity			X	

Care experienced young people	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination			X	
potential for developing good relations			X	
potential to advance equality of opportunity			X	

4.2 Describe how the assessment so far might affect other areas of this policy/practice/process/service and/or project timeline?

The assessment so far indicates that an important consideration may be ensuring that decision-makers guidance and direction for solicitors is clear so that we may take equalities issues into account and address the kinds of information we would expect to see in this regard. This will be considered further at Decision-makers guidance drafting stage.

4.3 Having considered the potential or actual impacts of your policy/practice/process/service on equality groups, you should now record the outcome of this assessment below.
Choose from one of the following (mark with an X or delete as appropriate):

Please select (X)	Implications for the policy/practice/process/service
X	**No major change** Your assessment demonstrates that the policy/practice/process/service is robust. The evidence shows no potential for unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.

Step 5 - Discuss and review the assessment with decision makers and governance structures

You must discuss the findings of this assessment with senior decision makers during the lifetime of the project/review and before you finalise the assessment. Relevant groups include, but are not limited to, a Project Board, Executive Team or Board members. EqIA should be on every project board agenda therefore only note dates where key decisions have been made (for example draft EqIA sign off, discussion about consultation response).

5.1 Record details of the groups you report to about this policy/practice/process/service and impact assessment. Include the date you presented progress to each group and an extract from the minutes to reflect the discussion.

28/04/22: Early discussions with Head of Criminal Legal Assistance and team leaders clarified the potential for the statement of policy to improve on current guidance and further advance equality of opportunity by specifically considering the impact of a lack of driving license in relation to applicants' protected characteristics and caring responsibilities, in a way not currently mentioned in guidance.

At later meetings, colleagues from Criminal Operations, Policy, and the Equalities team considered drafts of the policy statement and EqIA, covering how to frame the factor with regards equality considerations, and considering whether any relevant equalities evidence was known.

Step 6 – Post-implementation actions and monitoring impact

There may be further actions or changes planned after the policy/practice/process/service is implemented and this assessment is signed off. It is important to continue to monitor the impact of your policy/practice/process/service on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

6.1 Record any ongoing actions below. *This can be copied from the project action log or elsewhere in this assessment and should include timescales and person/team responsible. If there are no outstanding items please make this clear.*

No ongoing actions at present.

6.2 Note here how you intend to monitor the impact of this policy/practice/process/service on equality groups. *In the table below you should:*

- *list the relevant measures,*
- *identify who or which team is responsible for implementing or monitoring any changes,*
- *identify where the measure will be reported to ensure any issues can be acted on as appropriate.*

Measure	Lead department/ individual	Reporting (where/ frequency)
Internal data Analysis of numbers of requests, grants and refusals for ABWOR by assisted person protected characteristic.	**AMI (data extraction) with Policy (analysis)** Suggest this should be explored as part of business impact assessment regarding recording, and options for gathering this information in a manageable way.	Head of Criminal Legal Assistance (yearly).

6.3 EqIA review date.

This EqIA should be reviewed as part of the post-implementation review of the policy/practice/process/service. The date should not exceed three years from the policy/practice/process/service implementation date.

09/09/2025.

Step 7 – Assessment sign off and approval

Once final consultation has been undertaken with Corporate Policy Officer (Equalities), all equality impact assessments must be signed off by the relevant Director or Senior Responsible Owner (SRO), even where an EqIA is not required. The Chief Executive must approve all equality impact assessments. Note the relevant dates here:

Director/SRO sign off: 09/09/2022.
Chief Executive approval: 09/09/2022.

All full equality impact assessments must be published on SLAB's website as early as possible after the decision is made to implement the policy, practice, process or service.