

Equality Impact Analysis Initial Screening Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. If you already know that your decision is likely to be of high relevance to equality, and/or be of high public interest, you should contact the Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Initial Screening Equality Impact Analysis Tool

Section 01	Details of Initial Equality Impact Screening Analysis			
Financial Year and Quarter	2011-12 /Quarter 2			
Name of policy, strategy, function, project, activity, or programme	Sex & Relationship & Substance Misuse Education Programme – Existing delivery using a new commissioned model.			
Q1 What are you looking to achieve?	Educating young people to deliver the following outcomes: Reduction in Teenage Pregnancy Reduction in Sexually Transmitted Infections Reduction in use of illegal substances			
Q2 Who in the main will benefit?	Age	The programme is aimed at young people up to 19 (25 if disabled) other services are available for the older age group. It is of high relevance to Age, since it is designed to reduce teenage pregnancy, STIs, and use of illegal substances. As people under 18 are not protected under Age at present by the Equality Act 2010, further information is given under Children’s Rights	H	+
	Disability	Disabled young people will receive an education programme through this project at schools or in specialised youth provision. This will be similar to mainstream programme but will be targeted towards the needs of disabled young people. As disabled people – particularly those with learning difficulties – can be vulnerable, this is of high relevance to Disability as those aims to help those young people with complex issues to do with relationships (see Q1)	H	+
	Gender reassignment	The programme will educated young people about gender reassignment.	H	+

	Marriage and Civil Partnership	The programme is not aimed at married couple or civil partners, but it does educate young people about these aspects of relationships	L	+
	Pregnancy and maternity	The programme will educate young people about pregnancy with the aim of reducing teenage pregnancy rates further.	H	+
	Race	No Impact	L	/
	Religion/belief (including non-belief)	No Impact	L	/
	Sex	This project will impact on both sexes, educating them on each of the sexes and relationships with each other. As such, it is of high relevance to Sex because it is aimed at generating understanding and safe relationships	H	+
	Sexual Orientation	The programme will impact on this characteristic, education will focus on M:F, M:M & F:F relationships and how young people can stay safe	H	+

Human Rights and Children's Rights

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

Will it affect Children's Rights, as defined by the UNCRC (1992)?

Yes, it will have a positive impact on the following:

- The right to life, survival and development
- The right to have their views respected, and to have their best interests considered at all times
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security

	<ul style="list-style-type: none"> ▪ The right to education, leisure, culture and the arts <p>This is because the programme aims to educate children and young people towards better outcomes and makes provision for disabled children and young people's needs</p>
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>The programme makes a positive contribution to equalities, aimed at reducing the three identified outcomes above, The programme will have a big impact on equality as it aims to improve young people's education, particularly where those young people may not have adults to steer them towards safe choices</p>
<p>Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</p>	<p>This programme does not hinder equality of opportunity.</p>