

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	11/12 Q3			
Name of policy, strategy, function, project, activity, or programme	Existing Project : The White City Collaborative Care Centre The Outline Business Case for this project was previously approved by the Cabinet.			
Q1 What are you looking to achieve?	The White City Collaborative Care Centre (WCCCC) will provide a single point of access for local people to get integrated community health care, social care and housing support. The intention is to ensure that people achieve maximum independence, by combining health and social care teams to create a single assessment and care management process, ending duplication and multiple visits, and leading to a reduction in both expensive acute care costs, and in high cost social care.			
Q2 Who in the main will benefit?	Residents living the northern part of Hammersmith & Fulham, primarily in the wards of College Park & Old Oak, Shepherd's Bush Green and Wormholt & White City – approximately 32,500 people.			
	Age	No information that WCCCC is proactively targeting their needs.	L/M/H Low	+ / - Neutr al
	Disability	Likely positive impact. Enhanced local services for children with disabilities Analysis of impact on disability including due regard to PSED (above). Information: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. The Equality Act 2010 states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.	L/M/H Mediu m	+ / - Positi ve

		<p>The Act also places an anticipatory duty on public bodies to make reasonable adjustments for disabled people.</p> <ul style="list-style-type: none"> ▪ Demonstrate how you have attempted to address what barriers disabled people might face, and how the policy could help remove them 		
	Gender reassignment	<p>No information that WCCCC is proactively targeting their needs.</p> <p>Information: Gender reassignment is the process of transitioning from one gender to another.</p>	L/M/H Low	+ / - Neutr al
	Marriage and Civil Partnership	<p>No information that WCCCC will have any impact on this characteristic.</p> <p>Information: The law does not require service providers to take into account the impact of what they do on married people and civil partners. The law does require public authorities to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status.</p> <p>However, if a service is provided to married people, protection from sexual orientation discrimination requires that the same service and standards must also be provided to people who are civil partners.</p> <p>Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.</p>	L/M/H Low	+ / - Neutr al
	Pregnancy and maternity	<p>Likely positive impact - Enhanced maternity and children's services</p> <p>Information: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	L/M/H Mediu m	+ / - Positi ve

	Race	Limited impact generally - Little information that WCCCC is proactively targeting their needs apart from advocacy/ interpretation services. Likely positive impact on Refugees, Asylum Seekers, Travellers. Sessional bookings for advocacy services and interpretation services. Information: Race refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.	L/M/H Low	+ / - Positi ve
	Religion/belief (including non-belief)	No information that WCCCC is proactively targeting their needs. Information: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	L/M/H Low	+ / - Neutr al
	Sex	No information that WCCCC is proactively targeting their needs. Information: Sex means a man or a woman	L/M/H Low	+ / - Neutr al
	Sexual Orientation	No information that WCCCC is proactively targeting their needs Information: Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	L/M/H Low	+ / - Neutr al
<p>Human Rights and Children's Rights Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				
Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?	Yes The WCCCC supports the provision of integrated health and social care services in an area of deprivation within H&F. The WCCCC provides a better integrated community health and social care services in an area of deprivation. People who are in material deprivation are more than likely to be part of at least one of the other equality target. Therefore, the protected groups may benefit as a consequence experiencing poor housing or low			

	<p>income.</p> <p>Does this provide an opportunity to promote equality? Use your reasoning from Q2 to state why.</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>No</p> <p>If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.</p> <p>A full EqIA will likely be going over ground that has already been covered through needs assessments and numerous engagement exercises. Therefore a full EqIA is not recommended at this point.</p>