

## 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 5<sup>th</sup> 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](mailto:PEIA@lbhf.gov.uk) or ext 3430.

## Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>			
<b>Financial Year and Quarter</b>	2012/13, Quarter 1			
<b>Name of policy, strategy, function, project, activity, or programme</b>	<b>Title: Youth Provision Commissioning</b> This proposals aims to continue with the commissioning model adopted in 2011 for youth provision across the borough for the financial years 2013-15.			
<b>Q1 What are you looking to achieve?</b>	To offer a broad local universal youth programme that continues to meet the needs of young people and contributes to their personal and social development.			
<b>Q2 Who in the main will benefit?</b>	Age	The services provided are age restricted for young people aged 11 -19 (25 if disabled) to assist with their personal and social development so they grow into active citizens. Some sites only cater for certain age groups, however this is mitigated by the range of provision that will be on offer for young people across the borough, ensuring all young people aged 11-19 can access provision. There has been a positive contribution to age by xx% increase in engagement in services in 2011/12.	H	+
	Disability	All services available are accessible to disabled young people. Mainstream provision will be complimented by specific services for disabled young people at two sites in the borough. One located in the south and one located in the north. In addition disabled young people will also be encouraged to access mainstream provision through two specific projects based at two mainstream projects one night per week.	H	+
	Gender reassignment	There are currently no specific services and it is not proposed to develop any in this commissioning round.	L	/
	Marriage and Civil Partnership	No specific services currently offered or proposed to be offered in this commissioning round.	L	/

	Pregnancy and maternity	Young people currently receive advice on Sex and Relationships and will continue to receive this as part of the new commissioning round.	M	+
	Race	There are no specific race elements to this service currently and it is not proposed to develop any in this commissioning round. The current service usage is similar to the borough makeup.	L	/
	Religion/belief (including non-belief)	There are no specific religious elements to the current service and it is not proposed to develop any in this commissioning round.	L	/
	Sex	There are no specific services currently offered and it is not proposed to develop any as part of this commissioning round. Young female engagement has tended to be lower than young male engagement, although by commissioning services this has increased by xx% to xx female and xx male engagement	M	+
	Sexual Orientation	The service is accessible to all young people, and does not currently provide a specific service for LGBT young people. Service providers will continue to signpost young people to specific support services.	L	/

**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

The key aims of the service support the UN Convention on the Rights of the Child. For example, Article 12 of the Convention stipulates that children have the right to express their views freely in matters that affect them and that their views should be given due weight.

Article 31 recognises the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts.

The service is designed to ensure that young people have these opportunities.

**Q3**

Yes

<p><b>Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</b></p>	<p>The proposals continue to contribute positively to equalities in particular to age, sex and disability. The service has increased the number of young people that are engaging in service provision that will help develop their personal and social learning. The reconfiguration has also led to an increase in young females, moving closer to the borough make-up of this age group. Service provision actively supports the inclusion of disabled young people, with two new inclusive night snow being available to young people in mainstream provision.</p>
<p><b>Q4</b>  <b>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?</b></p>	<p>No</p>