

Equality Impact Analysis Initial Screening Tool with Guidance

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 6th 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.

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 | | | |
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| Financial Year and Quarter | 2011/2012 | | | |
| Name of policy, strategy, function, project, activity, or programme | Short Breaks for disabled children provide support to help children remain at home. This is an existing programme. The Cabinet report simply seeks additional budget to fill a funding gap. | | | |
| Q1 What are you looking to achieve? | To provide support to families with disabled children; to enable disabled children to remain at home. | | | |
| Q2 Who in the main will | Age | Service is provided to all children under 18. No disabled children is excluded on grounds of age. | + | L |

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| benefit? | Disability | This is a service specifically for Social Care and provides support and access opportunities; without this funding disabled children would have a lesser service. | + | L |
| | Gender reassignment | No child would be excluded from this service for this reason. | + | L |
| | Marriage and Civil Partnership | The service is provided irrespective of the marital or partnership arrangements of the parent/caregiver. | + | L |
| | Pregnancy and maternity | This would be taken into consideration in so far as it increased the need for respite/Short Breaks | + | L |
| | Race | Service is based on disability not race. Not to provide the additional funding would disproportionately affect black children as there are proportionately more black children receiving Short Breaks services than there are black children in the general child population. (Out of 76 children receiving Short Breaks services 36 are black and 4 are mixed ethnicity which includes black African/Caribbean) | + | L |
| | Religion/belief (including non-belief) | Faith needs would be taken into consideration as requested by parents in the delivery of Short Breaks. | + | L |
| | Sex | Service is based on disability not gender | + | L |

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| | Sexual Orientation | Service is open to all children and no service provider would be used if they discriminated against children on grounds of sexual orientation. | + | L |
| <p>Human Rights and Children's Rights</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? Yes - increase opportunity for family life.</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes – right to family life and appropriate development opportunities</p> | | | | |
| <p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p> | <p>Yes</p> <p>This focuses on the needs of disabled children and ensure that (a) the families under the most stress have the support they need to ensure that the child can remain at home and have the same opportunity to enjoy family life as non disabled children and (b) disabled children have the opportunity to socialise and engage in leisure activity in the same way that non disabled children do.</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> | | | |