



# Equality Impact Assessment Screening Form

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## Equality Analysis Screening Questionnaire

**Corporate Services & Strategy**

**10/25/2019**

*Please use this form and guidance notes to determine the potential and expected level of impact on protected groups. The outcome of this brief analysis will determine whether you are required to undertake a full Equality Impact Assessment and will guide you on the expected timeframe for EIA completion.*

*Please contact Blaenau Gwent's Equalities Officer for further guidance and support [sarah.keefe@blaenau-gwent.gov.uk](mailto:sarah.keefe@blaenau-gwent.gov.uk).*

## **Equality Impact Assessment Screening Process**

Equality Impact Assessments are in place to ensure that we do not discriminate and/or disadvantage the members of our community who are part of a protected characteristic as outlined in the Equality Act (2010). By taking a wider view of the protected characteristics, Blaenau Gwent Council hopes to encourage a more holistic approach to the needs of all communities in designing and delivering their services. The protected characteristics listed under the Equalities Act (2010) are: -

1. Age
2. Disability
3. Gender
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

*\*For more information on the Equalities Act, please click [here](#).*

An EIA is carried out through formal and systematic analysis of proposed or existing policies, practices and budgetary processes. An EIA encourages a structured approach which establishes and records whether the policy affects different groups in different ways, and takes action to eliminate or minimise any negative impacts on the listed protected groups. EIA's can be a rigorous and lengthy process, however, in order to fully determine if a full EIA is needed, a short screening process must first be completed.

*\* To view the Equality Impact Assessment guidance notes, please click [here](#)*

### **Equality Screening Process.**

A screening process will help you in identifying any potential inequalities on the listed protected groups, and will identify feedback and further guidance on how any improvements can be made. A screening process will introduce a level of accountability in in terms of assessing the impact on equality and will identify the priority level for undertaking an EIA.

## Screening Form

<b>Service Area Contact Information:</b> <i>(Please complete all fields)</i>				
<b><u>Name of Person Completing Form:</u></b> Mary Welch	<b><u>Department/Service Area:</u></b> Provider services- Adult Services / Policy	<b><u>Service Manager:</u></b> Mary Welch	<b><u>Date:</u></b> 25/10/2019	
<b><u>Contact Details:</u></b> Mary.welch@blaenau-gwent.gov.uk		<b><u>Name of Proposed Policy:</u></b> Assisted Transport Policy		
<b>Policy Information</b>				
<b><u>Are you screening for the Equality Impact on a new policy, or an existing policy:</u></b> <b><u>Existing Policy</u></b>		<b><u>Comments:</u></b> This brief screening exercise is specifically to identify potential adverse impacts on any protected groups in relation to the changes within the Assisted Transport Policy future services model.		
<b><u>What are the aims and objectives of the policy:</u></b>				
<p>The aim of the policy is to consider potential recommendations in relation to anticipated changes within the Assisted Transport Policy within the context of a future services delivery model.</p> <p>The policy has looked at more creative and effective ways of delivering an effective assisted transport service while also meeting the needs of the current client group and the wider community. This report is also developed in anticipation of any financial efficiency savings.</p> <p>In addition the policy aims to promote greater flexibility in accessing services and encourage independence for those citizens who are accessing the Community Options services</p>				
<b>Assessment of Impact of the Policy / Practice on Protected Characteristics</b>				
Protected Characteristic	Positive Impact	Negative Impact	Neutral Impact	Provide reasons and any mitigation required
Age (children, young people, the elderly)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The report indicates a number of positive comments from citizens on how the changes in Assisted Transport has had on the way they access services, although some people have disagreed with the ethos of the policy.

Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Potential negative impact – The proposal within the report may have adverse effects on people accessing the service, all of which are considered to have a disability. The extent of this impact will need to be considered Mitigation of these potential impacts will be considered during the equality impact assessment process following the outcome of the report
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Pregnancy and Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Religion and Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Sex (male, female)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.

### **Additional Indicators of Equality Risk**

Please indicate if you believe this policy / practice has a high, medium or low risk as follows (1 = No Impact; 2 = Minimal Impact; 3 = Potential Impact; 4 = Likely Impact; 5 = Inequality Impact)

The policy present a low risk of any inequality

Children and / or young people up to the age of 18	No Inequality	Please indicate any planned methods aimed at mitigating these risks Click here to enter text.
The dynamics of a given community	Minimal Inequality	Please indicate any planned methods aimed at mitigating these risks This will be explored during the equality impact assessment process

### **Meeting the Equality Objectives**

Please indicate below if / how your proposal will contribute to the Equality Objectives

Objective 1 – Making equality vital in decision making and service provision	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Through the inclusion of the client group / participants through the formal assessment process, should the decision be in favour of a charging policy.
Objective 2 – Be an equal opportunity employer, with a workforce that is aware of and understands the equality agenda	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Not applicable
Objective 3 – Do our best to engage, protect and support those people in our community that need it the most	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Not applicable
Objective 4 – Promote understanding and acceptance of diversity within our communities	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	As above.
<b><u>Evidence and Consultation</u></b>			
Have you undertaken any consultation and engagement activities with protected groups in order to mitigate any risks of discrimination	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	<p><i>Please describe the engagement activities undertaken as part of this process</i></p> <p>Individual assessments have been undertaken by Social Workers / Support Workers independently of the Community Options staff team using the principles of Social Services and Wellbeing (Wales) Act 2014 - A partnership approach has been developed within the consultation process with the inclusion of third sector organisations, advocacy groups etc – In addition Consultation, engagement and participation are evidenced throughout this report and attached documents</p>