



EQUALITY ANALYSIS (EA) - SCREENING TEMPLATE

GUIDANCE TOOL This Tool assists services in determining whether their plans and decisions will require a full Equalities Analysis. EAs help the Council comply with its duty under s.149 of the Equality Act 2010 to have “due regard” to specified equality matters. They are required in most cases but, in some cases, an EA is not necessary or is only necessary for certain aspects of a decision. The full EA template is available here:

<https://foresthub.walthamforest.gov.uk/services/information-governance/governance-and-law/council-meetings>

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to be pragmatic and ensure that the detail of Equality Analyses (EAs) are proportionate to the impact of decisions on the equality

duty. In some cases a full EA is not necessary and/or the equalities duties do not apply. In other cases, only part of a decision will require an EA to ensure the Council has due regard to its equality duties. The following examples are intended to assist:

Where will a full EA be required?

In short, wherever a decision has a more than minimal or theoretical **adverse or negative** impact on those with protected characteristics, for example, if the Council is considering:

- Ceasing a service
- Reducing a service or reducing it in particular areas, e.g. closing an office in Leyton but not Walthamstow
- Changes to the way a service is delivered, e.g. moving to personalisation or moving to online access only
- Changes to eligibility criteria, rules or practices for a service
- Changes to discretionary fees and charges

Where might an EA not be required?

- Where it can be proven that the decision has no equalities impact– with particular focus on negative impacts on service users and residents
- Where it can be proven that the decision has a minimal or theoretical equalities impact (and so does not need to be considered)
- Where the decision is mandatory and there is no element of discretion (e.g. to adopt a member’s code of conduct or similar)
- In rare cases, where a previous EA exists and a review shows that it is still relevant at the time of the final decision, i.e. the facts have not changed

Important:

- The EA screening tool should not be used to mask over any equality impacts or as a “get out”.
- There can be a negative equality impact even if you think that overall, you are proposing changes that will make services better. If there is an adverse or negative impact, you must complete a full EA.
- **Negative** impacts are often indirect, i.e. a rule that is on its face of universal impact but has greater impact on some groups in practice e.g. due to the ethnic makeup of an area.
- In most cases, the screening process requires a degree of collation and analysis of

evidence. If this requires a lot of work, consider whether it is actually simpler to omit the screening process and undertake a full EA.

- The equality duty **continues** up to and after the final decision. If proposals or facts change before the final decision, any screening tool will need to be reviewed and evidenced.
- Any consultation undertaken should also inform the screening process, e.g. issues raised by those affected. Monitoring should take place after a decision as part of service delivery.
- The completed screening template will be attached to Cabinet or other decision making report and so it must include sufficient detail to justify the decision not to carry out a full EA.

What to do?

The screening process should be used on **ALL** new proposals, policies, projects, functions, saving proposals, major developments or planning applications, or when revising them, if there is no negative equality impact or there is uncertainty about whether there is a negative equality impact. **However**, If your proposal is of a significant nature and it is apparent from the outset that a full EA will be required, then you do not need to complete this screening template and can progress directly to a full EA. If a negative/adverse impact has been identified during completion of the screening tool, a full EA **MUST** be undertaken.

proposal does not have any negative/adverse impact. **If your proposal is going to Cabinet or Committee (e.g. Planning or Licensing) and you are not undertaking a full EA, you must:**

- a. share your report and completed screening tool with Equalities (equalities@walthamforest.gov.uk), who will check and challenge your findings *and*
- b. use the following wording under the Equality & Diversity paragraph in the Cabinet report: *“An initial screening exercise of the equality impact of this decision was undertaken and determined there was no / minimal impact*



If you have not identified any negative/ adverse impacts arising from your proposal you do not need to undertake a full EA. However, make sure you have explained clearly why the

(delete as appropriate) on the Council's equality duty." Attach the completed template as an appendix to your report.

1. Proposal / Project Title: A Fairer and Healthier Waltham Forest Roadmap				
2. Brief summary of the above: (include main aims, proposed outcomes, recommendations / decisions sought) Click here to enter text.				
3. Considering the equality aims (eliminate unlawful discrimination; advance equality of opportunity; foster good relations) indicate for each protected group whether there may be a positive impact, negative (adverse) impact, or no impact arising from the proposal.				
4. Protected Characteristic (Equality Group) <input checked="" type="checkbox"/>	Positive Impact	Negative Impact	No Impact	Briefly explain your answer. Consider evidence, data and any consultation. https://www.walthamforestThe.gov.uk/content/statistics-about-borough
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our roadmap describes work the council is doing to support everyone in our borough to live and age well through our ambitions in our Aging Well Strategy , and the work we are doing to address social isolation experienced by our older residents through our community Living Rooms, digital inclusion programme, our Pension Credit campaign and our adult social care outreach service
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our roadmap describes wide ranging work the council is doing to support those with disabilities thrive in our schools through our new SEND strategy, access the skills and support they need to secure good employment and participate in leisure, sport and creative activities. Supporting people with long-standing health conditions and disabilities into good quality work is one and how we can support employers to build conditions that enable them to stay in employment for longer is at the core of one of our three core accelerator areas identified within the report.
Pregnancy and Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our report outlines the extensive work the Council is doing, with partners, to support parents access the support they need through our Family Hubs and our ambition to work with Anchor institutions and our London Living Wage employers to build family friendly working environments. It describes the work we are doing to develop an infant feeding strategy that includes providing support to women on post natal wards.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tackling discrimination and racism is one of the priority areas in our roadmap and we describe the extensive work we are doing across the council to target support at our minoritized communities and our work with partners to tackle disparities in access to key services and support.
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The report describes the work we are doing with our refugee communities through our new Borough of Sanctuary strategy and how we will work with our Voluntary and Faith sector to better target support to our underserved communities

Sex (Including Gender Re-assignment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Supporting women into the workplace and driving down inequalities in pay and conditions is one of the three key accelerator areas we have prioritised for Council-wide action within the report. We describe work we are doing with partners to protect women from violence, and support families and new parents through our Family Hubs and by supporting VCS partners who provide dedicated support to women who have the poorest health outcomes.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are working with local businesses and anchor institutions to build more inclusive workplaces, that to tackle all forms of discrimination across our key services. Through our Family Hubs we are providing specialist sessions for LGBTQ+ families to meet the individual needs of parents and their children.
Marriage and Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We do not explicitly describe activities related to marriage and civil partnerships but across all the work described we are committed to driving forward principles of inclusion and diversity.
5. There are no negative/adverse impact(s) If you have not identified any negative/adverse impacts please briefly explain your answer, providing evidence to support decision.	Challenging inequality and promoting inclusion is at the core of the work we are taking to Cabinet. Our Roadmap describes how we are working across the Council to address health inequalities. Protecting our minoritised and underserved communities is at the very heart of what we are aiming to achieve.			
6. Describe how opportunities to advance equality and foster good relations for any of the protected characteristics has been taken up (where relevant).	Please see above examples			
7. As a result of this screening is a full EA necessary (Please check <input checked="" type="checkbox"/> appropriate box)	Yes	No	Briefly explain your answer.	
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We expect to see a positive impact against each of the protected characteristics	
8. Name of Lead Officer: Rebecca Teers		Job title: Programme Manager		Date screening tool completed: 19 September 2023

Signed off by Head of Service: Joe McDonnell

Name: Joe McDonnell

Date: 19/09/23