



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:**

- share your report and completed screening tool with Equalities (equalities@walthamforest.gov.uk), who will check and challenge your findings *and*
- 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: Serious Violence Strategy

2. Brief summary of the above: (include main aims, proposed outcomes, recommendations / decisions sought)

Cabinet to approve the content of our serious violence strategy sets out how we are taking a cross-cutting, integrated approach to tackling serious violence, particularly knife crime among our younger residents to build safer communities and neighbourhoods for all.

Our strategy takes the content from our Serious Violence Duty (SVD) Strategy published in January this year which responded directly to the national legislative requirements set out in the government's new SVD. This new strategy translates the content from the SVD strategy into a more succinct, accessible, impactful resident-facing document that clearly sets out the change we want to see for our communities, and how we will get there, with outcome-focused statements in a format that is easily accessed by our residents. At the heart of our strategy is a commitment to address the entrenched inequalities in how our communities experience serious violence, and make sure the needs of all our residents are heard and considered, as we build a borough where all our residents feel safe and secure in their homes and neighbourhoods.

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.walthamforest.gov.uk/content/statistics-about-borough
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Young people are particularly vulnerable to knife crime, with rates among those under 25 years, and especially those under 18, increasing at a faster pace in WF than in similar boroughs. For this reason, our strategy is focused on reducing serious violence among this age group, with a key focus on providing early, preventative support to address the risk factors that increase a person's likeliness of involvement in violence, in addition to taking swift, preventative action when a problem starts to emerge.</p> <p>Young people have been pivotal in shaping our response, and through the Youth Independent Advisory Group, Voices in Partnership and Children in Care Council, we have gathered a rich understanding of the experiences and insights of young people with lived experience of the criminal justice system and the care system, which has directly informed the development of our serious violence programme.</p> <p>Our strategy describes a broad range of activity that will support children, young people and their families at every stage of their development. A few examples include providing children with the skills, knowledge and attitudes they need to make healthy choices and prevent risk-taking behaviours through our Barnardo's Life Skills</p>

				<p>Programme, while also training those who work with them, including the police, health visitors, social and community workers, to better support young people to reduce risk-taking behaviour. More broadly we are building on the strength of local services and communities to engage at-risk young people with targeted support. This includes providing mentoring, outreach, training and employment support in schools and youth friendly settings to build their confidence and divert them from future involvement in violence.</p> <p>These are just a few examples of the broad range of activities we are providing to reduce youth violence and support our young people to stay safe and secure in the communities.</p>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Children with special education needs may be more vulnerable because of adverse early experiences, and as a Council we are committed to working with education providers to ensure pupils with SEND can access appropriate and targeted support.</p> <p>Poor mental health and wellbeing is also a key risk factor, and symptom of, engagement in violence. As a council we are working with partners to deliver a range of school and community mental health programmes that protect the mental wellbeing of our young people.</p> <p>Our ambition is to develop a trauma informed workforce across our services that understands the impact of violence on individual's physical, mental and emotional wellbeing, and ensures that those who are exposed to violence receive the high quality, timely support they need to aid recovery and divert them from violence. We will also invest in a new trauma specialist practitioner to provide ongoing therapeutic support to children directly impacted by violence, as victims or as perpetrators, and provide targeted violence reduction therapeutic interventions to young people in the youth justice system who do not typically access existing mental health provision.</p>
Pregnancy and Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Violence is not experienced equally. In the 12 months ending June 2023, young black boys accounted for more than half of knife crime victims despite only making up 20% of our 10-to-17-year population.</p> <p>Consideration of disproportionately, especially how it relates to ethnicity is at the heart of our response to addressing violence. It has informed the initiatives we seek</p>

				<p>to prioritise, and how and where we direct resources to ensure they reach individuals, families and communities who are most affected by it.</p> <p>We have engaged extensively with young people, particularly those from minority ethnic groups and with lived experience of the justice system, to make sure that our approach is led by communities, and that those most at risk of violence are able to access the support and opportunities they need, helping to keep them safe and secure.</p> <p>Through our peer mentoring and street outreach work, we have prioritised improving our understanding of the impact of violence on diverse communities and have worked with young people to co-design and develop of solutions.</p> <p>We know that trust and confidence in police is particularly low among minority groups and will maximise learning from our citizens' assembly on neighbourhood policing to strengthen the relationships between police and minority groups, to build trust and increase their confidence in report violent incidents to the police.</p>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Click here to enter text.
Sex (Including Gender Re-assignment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Young men are significantly over-represented as victims and suspects of knife crime, the focus of our strategy. The programmes we describe above, and in our strategy, will be primarily focused on this cohort, engaging them in targeted support and services to protect them from the risks associated with violence, and where appropriate, supporting them to change their harmful behaviour. We also acknowledge the potential negative impact of violence on young women and girls who may be less visible because prevalence of violence is lower. Through ongoing engagement with this group, we will make sure that we are aware of and respond to their specific needs and concerns.
Sexual Orientation	<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.
<p>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.</p>	<p>The key focus of our strategy is to reduce serious violence among the communities which are affected by it most, including young, black boys. In developing our strategy we have worked extensively with young people, their families and our communities to understand how violence impacts them, and to work alongside them to design, develop and deliver solutions that meet their diverse needs.</p> <p>We do not anticipate that our strategy will disadvantage people due to their protected characteristics. However we are committed to continually monitoring and evaluating the impact of our programmes to ensure they are working as</p>			

	intended, and reaching those groups that need them most. This will allow us to quickly spot if there are any adverse impacts and work with partners to address or mitigate them.		
6. Describe how opportunities to advance equality and foster good relations for any of the protected characteristics has been taken up (where relevant).	Click here to enter text.		
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"/>	Click here to enter text.
8. Name of Lead Officer: Rebecca Teers	Job title: Community Safety Strategy Manager		Date screening tool completed: 24 July 2024

Signed off by Head of Service:	Dan Greaves	Name:	Dan Greaves	Date:	24/07/24
---------------------------------------	-------------	--------------	-------------	--------------	----------