



Equality Impact Assessment (EqIA) – screening template

This tool assists services in determining whether the decisions, proposals, or policies they are seeking to make will require a full Equality Impact Assessment (EqIA). EqIAs 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 EqIA is not necessary or is only necessary for certain aspects of a decision. Please email equalities@walthamforest.gov.uk for a copy of a full EqIA template.

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 the EqIA is proportionate to the impact of decisions on the equality

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

Where will a full EqIA be required?	Where might an EqIA not be required?
<p>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:</p> <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Where it can be proven that the decisions, proposals, or policies has no equalities impact—with particular focus on negative impacts on service users and residents. • Where it can be proven that the decisions, proposals, or policies has a minimal or theoretical equalities impact (and so does not need to be considered). • Where the decisions, proposals, or policies 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 EqIA exists and a review shows that it is still relevant at the time of the final decisions, proposals, or policies, i.e., the facts have not changed.

Important:

- The screening tool should not be used to mask 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 EqIA.
- **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 simpler to omit the

- screening process and undertake a full EqIA.
- 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 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 EqIA.

What to do?

The screening process should be used on **ALL** new decisions, 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 EqIA will be required, then you do not need to complete this screening template and can progress **directly to a full EqIA**. If a negative/adverse impact has been identified during completion of the screening tool, a full EqIA **MUST** be undertaken. If you have not identified any negative/ adverse impacts arising from your proposal, you do not need to undertake a full EqIA. However, make sure you have explained clearly why the

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 EqIA, you must:**

1. Share your report and completed screening tool with Equalities (equalities@walthamforest.gov.uk), who will check and challenge your findings and
2. 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 (delete as appropriate) on the Council’s equality duty.” Attach the completed template as an appendix to your report.

1 Proposal / Project Title: Click here to enter text.

2 Brief summary of The programme has a positive impact on protected groups, particularly:

- Women (who are disproportionately impacted by domestic abuse)
- Children and young people
- Individuals experiencing multiple forms of disadvantage

Locally, regionally and globally women and girls are disproportionately affected by the types of violence and abuse that we consider under the umbrella of VAWG. Research evidences VAWG as both a cause and consequence of gender inequality and a manifestation of Misogyny. Work delivered to prevent VAWG, support survivors' recovery and hold perpetrators to account has a positive impact on gender equality.

Black and minoritised women experience disproportionately higher levels of VAWG and multiple barriers to specialist support and justice. Although the Crime Survey for England and Wales (CSEW) 2023 presented that a significantly higher proportion of people aged 16 years and over in the Mixed and White ethnic groups experienced domestic abuse, Black, minoritised and migrant women are more likely to experience domestic homicide. Data from Refuge, the UK's largest single provider of domestic abuse services, shows that Black women are less likely to be referred by police to Refuge for support. In addition, barriers relating to racist discrimination, language difficulties and insecure immigration status can lead to Black and minoritised women being trapped in violent relationships for longer than White British women.

The Crime Survey for England and Wales (CSEW) showed that amongst adults aged 16 to 74 in the year ending March 2020, disabled people were more than twice as likely to have experienced domestic abuse, stalking or rape than non-disabled people.

A literature review undertaken from Safelives in 2022 on the constructions and experiences of intimate relationships for care experienced people concluded that care experienced people may be at an increased risk perpetration and victimisation of intimate partner violence.

The Safe and Together model:

- Recognises survivor strengths and challenges perpetrator behaviour
- Acknowledges the impact of intersections and intersectionalities in abusive relationships
- Encourages practitioners to consider privilege and oppression when thinking about the dynamics of abuse

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. *Please note in addition to our statutory obligations under the Equality Act 2010, Waltham Forest Council include care leavers as having a protected characteristic and to this extent passed a motion in April 2023 to recognise this action. Therefore, Waltham Forest Council's EqIA process also includes a requirement to explore the impact of a proposal on that group.

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
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Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Safe and Together model encourages practitioners to consider intersections and intersectionalities when looking at the power and control dynamics within an abusive relationship, meaning more consideration is given to residents with protected characteristics. The model also encourages practitioners to focus on the behaviour of the parents, specifically the perpetrator, which interrupts practitioners drawing conclusions based on bias.
Pregnancy and Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The intervention focuses on partnering with parents in families impacted by domestic abuse, including during pregnancy. Pregnancy is high-risk time for victim/survivors of domestic abuse, so any intervention related to DA is beneficial to pregnant women. We also offer overview training to health professionals e.g., the Ruby Team (safeguarding midwifery).
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Safe and Together model encourages practitioners to consider intersections and intersectionalities when looking at the power and control dynamics within an abusive relationship, meaning more consideration is given to residents with protected characteristics. The model also encourages practitioners to focus on the behaviour of the parents, specifically the perpetrator, which interrupts practitioners drawing conclusions based on bias.
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above.
Sex (Including Gender Re-assignment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above. The Safe and Together model is applicable to same sex relationships.
Marriage and Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Safe and Together model supports caregivers navigating abusive relationships, including in the context of marriage or civil partnership.
Care Leavers*	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific part of the model references care leavers, but the aim of the model is to keep children 'safe and together' with the non-abusing parent. The model has been evaluated as leading to a reduction in the number of children taken into care.
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.	There are no negative impacts.			

<p>6 Describe how opportunities to advance equality and foster good relations for any of the protected characteristics has been taken up (where relevant).</p>	<p>The Safe and Together model incorporates a half-day of teaching on abuse in the context of intersections and intersectionalities, which acknowledges how privilege/oppression may show up in abusive relationships.</p> <p>All case consultations provided by the Implementation Lead will ask practitioners about intersections and intersectionalities. On average, the Implementation Lead will complete around 40 consultations per quarter with different practitioners in the borough.</p>		
<p>7 As a result of this screening is a full EA necessary (Please check <input checked="" type="checkbox"/> appropriate box)</p>	<p>Yes</p>	<p>No</p>	<p>Briefly explain your answer.</p>
	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p>Not required as clear benefit demonstrated.</p>
<p>8 Name of Lead Officer: Georgia Johnson</p>		<p>Job title: Senior VAWG Practitioner</p>	<p>Date EqIA screener completed: 25 June 2026</p>

Signed off by Head of Service: *Sade Alade*

Name: Sade Alade

Date: 25 June 2026