# Equality Impact Assessment (EQIA) Screening Form – V2 Template – November 2024

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed.**

A clear definition of what is being screened and its aims.

1. **Gathering Evidence and Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups).

1. **Assessment and Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level.

1. **Outcomes, Action and Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.

1. **Monitoring, Evaluation and Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

## Section 1: Identify the Policy, Project, Service Reform or Budget Option

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| **Name of the Policy, Project, Service Reform or Budget Option to be screened** | Community Support Projects including Golden Age and Pride In Fenland |
| **Reason for change in Policy or Policy Development** | To combine Community Support Projects into one EIA |
| **List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option** | To enhance Community Wellbeing – improving access to physical and mental health resources and reducing social isolation, increasing community cohesion and greater participation in volunteering.  To reduce inequalities – addressing disparities in access to resources, opportunities and services based on protected characteristics.  To empower our communities to thrive and to promote community capacity addressing local challenges and achieve sustainable outcomes. |
| **Name of officer completing assessment (signed and date)** | Ash Godfrey |
| **Assessment verified by (signed and date)** |  |

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| **If applicable, please provide further details about the name and description of policy being analysed**  *Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required*  Community Support programmes are key to improve the lives of our communities within Fenland and this is done through a range of activites including community engagement and consultation. Working with partners such as Cambridgeshire County Council – Communities Team which involves a diverse community members in project design, implementation and evaluation to ensure relevance and inclusivity.  Gathering data to identify specific needs and priorities and specific needs. One of the projects that Community Support Team deliver is the Golden Age project which has been running over 20 years and aims to provide older residents of the Fenland area with a range of useful information and practical advice by the Council and a wide range of partners assisting in a variety of ways including energy advice, benefits information and advice on physical activities. Building strong relationship through this work helps build a bank of resources and expertise to best support our communities.  At each event participants and partners are asked for feedback which helps the team to regularly assess the project, it’s impact and effectiveness but also to ensure that it accessible for all.  Another project delivered by the team is the Pride In Fenland Annual Events which have taken place since 2007 honouring the voluntary work our local residents carry out for our communities and celebrate these examples.  The awards praise the unsung heroes and heroines in Fenland who selflessly help others with little recognition. The awards are run in partnership with the Fenland Citizen newspaper and nominations are accepted via the FDC website, intranet and The Citizen newspaper.  The categories include different categories depending on the nominations and have included Lifetime achiever for someone that has volunteered over a long period of time, good neighbour, group, club, organisation or charity benefiting the community and young person award to encourage people of all ages and backgrounds to get involved in volunteering.  Nominations are open to all to nominate individuals, groups or young persons they feel help make Fenland a vibrant, thriving community, or an individual who has made a positive difference to their life and a panel of judges consider all nominations and each category winner and runner up receives a cash prize and a commemorative trophy and all nominees receive a certificate to acknowledge their achievement.  Judging takes place and usually comprises of a two members (portfolio holder and one other), a Community Support Officer and a representative of stakeholders (at present The Citizen newspaper). |

## Section 2: Gathering Evidence and Stakeholder Engagement

The best approach to find out if a policy, etc. is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

**Reminder** – protected characteristics include age, disability, race and/or ethnicity, religion or belief (including lack of belief), gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

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| **Name any research, data, consultation or studies referred to for this assessment** | **State if this reference refers to one or more of the protected characteristics** | **Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.** |
| The Golden Age project is regularly reviewed at the annual partnership meeting where all partners are invited to discuss current or emerging themes.  For example:  **Demographics**   * Within people aged 65 and over, there is substantial variation in terms of life circumstances, personal goals, and physical and mental health (Office for National Statistics, 2022). * National data shows that the older population is increasingly diverse. There are growing numbers of older adults who are LGBTQ+, who are from a range of ethnic backgrounds and who live in different family/household structures (Centre for Ageing Better, 2023b). * Whilst age does not necessarily reflect functional ability, understanding the size of older adult populations provides some basis for commissioners to plan services which meet older people’s needs (Raffertys, 2013). | Age |  |

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| **If applicable, please provide further Information about stakeholder engagement or detail used for customer analysis**  *Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible*  Annual stakeholder engagement takes place with a diverse group of partners, frequently exceeding 90 different organisations. A consistent key finding from this year highlighted significant levels of social isolation among older residents. Following this year’s partnership meeting and valuable feedback from residents, an additional project was undertaken in collaboration with the mental health charity Head to Toe. This initiative focused on providing older residents with Christmas boxes containing essential food items and vital information on accessing crucial support services during challenging times. |

## Section 3: Assessment and Differential Impacts

Use the table below to provide some narrative where you think the Policy, Project, Service Reform or Budget Optionhas either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Please note that:

* a Positive Impact could benefit an equality group, and a negative impact could disadvantage an equality group
* for reasons of brevity race is not an exhaustive list – please edit the list if appropriate to reflect the complexity of other racial identities
* a definition of disability under the Equality Act 2010 is available on the [gov.uk website](https://www.gov.uk/definition-of-disability-under-equality-act-2010)
* there are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

| **Protected Characteristic** | **Specific Characteristics** | **Positive Impact** | **Neutral** | **Negative Impact** | **Socio Economic/Human Rights Impacts** |
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| Sex or Gender | Women | Any person who has a physical or mental health issue is put in touch with health services if they aren’t already |  |  | Any health issue identified can be signposted or referred to the appropriate professional. |
|  | Men | Any person who has a physical or mental health issue is put in touch with health services if they aren’t already |  |  | As above |
|  | Transgender | Any person who has a health concern is put in touch with health services if they aren’t already for any new/ ongoing health issue |  |  | As above |
| Race | White | All our events are open to every race | **X** |  |  |
|  | Mixed or Multiple Ethnic Groups |  | **X** |  |  |
|  | Asian |  | **X** |  |  |
|  | African |  | **X** |  |  |
|  | Caribbean or Black |  | **X** |  |  |
|  | Other Ethnic Group |  | **X** |  |  |
| Disability | Physical disability | If an individual attending our events has an identified disability then the team support that individual to gain access to the relevant services. All venues is assessed for disabled access before arranging an event to ensure all can access. |  |  | Additional support will be provided, where necessary and on a case-by-case basis, this will be identified during conversation at events. |
|  | Sensory Impairment (e.g. sight, heading) | Referrals for professional help are available and we also have the Countywide sensory impairment team attend most of our Golden Age events. |  |  | As above |
|  | Mental health | Numerous mental health charities are in attendance at our Golden Age events which helps staff to signpost throughout the year to the relevant/most effective service. |  |  |  |
|  | Learning disability |  | **X** |  |  |
| LGBT | Lesbians |  | **X** | No identified negative impacts |  |
|  | Gay Men |  | **X** | No identified negative impacts |  |
|  | Bisexual |  | **X** | No identified negative impacts |  |
| Age | Older people (60+) | Golden Age project is designed specifically for over 60 years of age however the events are promoted and open to all. |  | No identified negative impacts | Referrals are made to the relevant support agency if they cannot attend the Golden Age event. |
|  | Younger people (18-25) |  | **X** |  | Each year at the Pride In Fenland event we promote and encourage young people to be recognised for their volunteering to encourage others to see the benefits of volunteering personally and for the community. |
|  | Children (0-16) |  | **X** | No identified negative impacts |  |
| Marriage and Civil Partnership | Women |  | **X** | No identified negative impacts |  |
|  | Men |  | **X** | No identified negative impacts |  |
|  | Lesbians |  | **X** | No identified negative impacts |  |
| Pregnancy and Maternity | Women |  | **X** | No identified negative impacts |  |
| Religion and belief |  |  | **X** | No identified negative impacts |  |

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| Summary of Protected Characteristics most impacted | At each event an evaluation of participants is conducted both in respect of partner agencies and members of the public visiting the events. This information is then utilised to inform the content of future events and the stream of work is also aligned with other areas of service delivery e.g. The Fenland Health and Wellbeing Strategy.  The Golden Age project specifically promotes information and services available to over 60 years however a lot of this information is useful for everyone and helps to promote:   * The health and wellbeing of our community * The needs of our community including vulnerabilities and disabilities * What existing services are available and any gaps can be identified and filled using data from events. |
| Summary of Socio-Economic impacts | Signposting and referrals are made to partner agencies who can address any physical or mental health/welfare/educational/benefit access, for anyone who requires this/and are eligible |
| Summary of Human Rights impacts | Our projects provide access to healthcare services, mental health support or address food insecurity which contributes to better physical and mental well-being.  It is imperative to be aware that community support projects can have unintended negative impacts on human rights if not carefully designed and implemented which is carried out before the team engage and start any new projects by completing an EIA. |
| Summary Explanation of the scoring against the protected characteristics | By organising community events and projects the council can proactively ensure that our community have access to vital services. |

## Section 4: Outcomes, Actions and Public Reporting

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| **Screening Outcome** | **Yes, No or not at this stage** |
| Was a significant level of negative impact arising from the project, policy or strategy identified? | No |
| Does the project, policy or strategy require to be amended to have a positive impact? | No |
| Does a Full Impact Assessment need to be undertaken? | Completed |

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| **If applicable, please state the overall outcome of the assessment, impacts and customer analysis** |

## Section 5: Monitoring outcomes, evaluation and review

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Service responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

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| Arrangements for Monitoring | The projects will be reviewed annually or if a new project is identified, or any changes to legislation or good practice guidelines |
| Timing of the current review | December 2024 |
| Next scheduled review | December 2025 |

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| **If applicable, please provide details of the arrangements for future monitoring:**  *Note when analysis will be reviewed; include any equality indicators and performance against those indicators*  Regular meetings after each event with the Golden Age Team which includes members to review outcomes and future events. Feedback to continue after each event going forward. |

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| **If applicable, please provide details of any supporting data/ research linked to monitoring arrangements** (both FDC & Partners)**:**  Feedback from all partner organisations, list available on request. |

## Legislation

**Equality Act (2010) – the Equality Act 2010 (Specific Duties)**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of race, sex, being a transsexual person (transsexuality is where someone is changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law), sexual orientation (whether being lesbian, gay, bisexual or heterosexual), disability (or because of something connected with their disability), religion or belief, having just had a baby or being pregnant, being married or in a civil partnership and age.