



**West  
Northamptonshire  
Council**

## Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

### 1: Proposal

Requirement	Detail
Title of proposal	West Northamptonshire Council Budget Proposals 2022-2023. This is a preliminary impact assessment to consider the overall effect of the proposals
Type of proposal:	<p>The budget proposals build on the work carried out during the first 12 months of the new authority. The proposals look to ensure that resources are prioritised and used to support our more vulnerable residents and communities in the most cost-effective way possible.</p> <p>The main features of the budget proposals are as follows:</p> <ul style="list-style-type: none"> <li>• Existing service levels will be protected</li> <li>• No plans for reduction in services</li> </ul>

Requirement	Detail
	<ul style="list-style-type: none"> <li>• A core Council Tax increase of 1.99% in line with the maximum limit set by government without triggering a referendum and social care precept increase of 1% to further invest in adult social care services.</li> <li>• Wherever possible, efficiencies will be delivered through service transformation and efficiency initiatives.</li> <li>• Strength based working and the continuation of transformation of adult social care pathways and processes.</li> <li>• Progressing independent outcomes within Learning Disability Services resulting in lower cost packages.</li> <li>• Increased use of in-house provider services lessening reliance on independent market for care provision.</li> <li>• Plans to reduce number of clients being admitted to hospital and need for long-term care.</li> <li>• Reduction in use of high-end temporary accommodation through proactive casework.</li> <li>• Reduction in number of customer services staff through more effective use of resources across hubs.</li> <li>• There are a number of technical budget proposals that do not require equality impact assessments</li> </ul> <p>Some of the proposals which are efficiencies, of a technical nature or income generation do not affect service delivery and therefore do not require a full impact assessment.</p>

Requirement	Detail
	<p>There is a proposal to harmonise the collection of green waste charges over the whole of WNC. The charges are already in place across two areas of the district and this proposal ensures consistency and fairness across the area. There are no negative or positive impact on people with protected characteristics:</p> <ul style="list-style-type: none"> <li>.</li> </ul>
<p>What is the objective of this proposal?</p>	<p>In the process to set the annual budget West Northants Council is required to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations when making decisions on budget proposals. The Council's approach to equality, diversity and inclusion is integral to everything we do, it is how we work with our residents, in the services we provide and in recruitment and retention of our workforce. The commitment of the Council goes beyond our statutory duties. We are keen to work with partners to remove barriers and to advance equality of opportunity across the district.</p> <p>The Public Sector Equality Duty requires councils to demonstrate their consideration of the Equality Duty as part of the process of decision-making. This involves an understanding of the potential impact of policy and decisions on different people and evidence on how decisions were reached.</p> <p>While there is no legal requirement to conduct an Equality Impact Assessment, this process enables a rigorous analysis of decision making and identifies any negative</p>

Requirement	Detail
	and positive impact on people with protected characteristics:
Has there been any consultation on this proposal? (list all the groups/ communities, including dates)	Consultation on the budget will take place over a 6-week period.
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (if yes, give details)	This EIA will be reviewed after consultation has ended.
What processes are in place to monitor and review the impact of this proposal?	Feedback from consultation will be reviewed
Who will approve this proposal? Committee, CLT	Cabinet, Council

## 2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations:	Changes	Impact
	<ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	Delete as appropriate. There can be more than one answer per protected group.
<b>Age</b> Different age groups that may be affected by the	We expect to see a continued growth of older adults aged 65+. Nearly a fifth of older people are living alone with health and/or disability issues.  <b>Proposal: Strength based working</b>		

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<b>Changes</b> <ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	<b>Impact</b> <p>Delete as appropriate. There can be more than one answer per protected group.</p>
<p>proposal in different ways.</p>	<p>The continued transformation of adult social care pathways and processes will ensure a focus on client outcomes, improved decision-making processes, increased independence.</p> <p><b><u>Proposal: Admission avoidance service</u></b> Admission avoidance service provides the opportunity to reduce the number of clients admitted to hospital and likelihood of long-term social care needs.</p> <p><b><u>Proposal: Improvement in use of in-house residential provision</u></b> The proposal is to increase the use of in-house provider services. This is a positive for all those in protected groups as it presents controlled support and less reliance on the independent market for care provision.</p>	<p>No negative impacts. Presents the opportunity to reduce delays and long term spend.</p> <p>No negative impacts.</p> <p>No negative impacts</p>	<p>Positive</p> <p>Positive</p> <p>Positive</p>

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<b>Changes</b> <ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	<b>Impact</b> <p>Delete as appropriate. There can be more than one answer per protected group.</p>
<b>Sex</b> Is one sex affected more than another or are they affected the same?	<b>Proposal: reduction in need for high-cost temporary accommodation</b> Households in temporary accommodation are more likely to be women. High-cost temporary accommodation negatively impacts lower income households. Securing good quality and affordable temporary accommodation will reduce some of the associated disadvantages of being housed in temporary accommodation and have a positive impact on residents overall. By reducing the costs of TA will enable resources to be deployed to other areas to help prevent homelessness.	<p>.</p> <p>No negative impacts to note. The consultation process will highlight any public concerns about the proposals in relation to this group.</p>	Positive
<b>Disability</b> It is likely to have an effect on a particular type of disability? why?	<b><u>Proposal: Progression and improvement of outcomes within Learning Disability services</u></b>  Positive impact from progressing and improving independent outcomes within	<p>No negative impacts to be considered.</p> <p>The consultation process will highlight any public concerns about the proposals in relation to this group.</p>	Positive

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<b>Changes</b> <ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	<b>Impact</b> <p>Delete as appropriate. There can be more than one answer per protected group.</p>
	<p>Learning Disability Services. This can result in residents becoming more independent with support and lower cost packages.</p> <p><b><u>Proposal: Optimisation of Disabled facilities grants</u></b></p> <p>Positive impact as this will ensure that use of Disabled Facilities Grants are maximised and this will be</p>	<p>No negative impacts to be considered. The consultation process will highlight any public concerns about the proposals in relation to this group.</p>	<p>Positive</p>
<p><b>Gender Reassignment</b></p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>Neutral. Across the budget proposals the initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to gender reassignment</p>	<p>The consultation process will highlight any public concerns about the proposals in relation to this group.</p>	<p>Neutral</p>

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<b>Changes</b> <ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	<b>Impact</b> Delete as appropriate. There can be more than one answer per protected group.
<b>Race</b> Are people from one ethnic group affected more than people from another ethnic group?	Neutral. Across the budget proposals the initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to race	The consultation process will highlight any public concerns about the proposals in relation to this group.	Neutral
<b>Sexual Orientation</b> Are people of one sexual orientation affected differently to people of another sexual orientation?	Neutral. Across the budget proposals the initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to sexual orientation	The consultation process will highlight any public concerns about the proposals in relation to this group.	Neutral
<b>Marriage &amp; Civil Partnership</b> Are people in a Marriage or Civil Partnership treated less favourably?	Neutral. Across the budget proposals the initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to marriage and civil partnerships	The consultation process will highlight any public concerns about the proposals in relation to this group.	Neutral
<b>Pregnancy &amp; Maternity</b> Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal?	Neutral. Across the budget proposals the initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to pregnancy and maternity	The consultation process will highlight any public concerns about the proposals in relation to this group.	Neutral



<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<b>Changes</b> <ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	<b>Impact</b> <p>Delete as appropriate. There can be more than one answer per protected group.</p>
<b>Religion or Belief</b> Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?	Neutral. Across the budget proposals the initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to religion or belief	The consultation process will highlight any public concerns about the proposals in relation to this group.	Neutral
<b>Health &amp; Wellbeing</b> 1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education. 4. Environment: green spaces, fuel poverty, housing standards)	The proposals in the Adult Social Care area and Housing directly impact in a positive way on the health and wellbeing of individuals by increasing the availability of support, making the best use of the full range of services that are currently available to support people to live independently in a community setting		Positive

### 3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified in section 2, the response will be a Negative Impact.	Positive Impact
Does a Equality Impact Assessment need to be completed? (Yes, if any negative impact is found)	No not at this stage
Copy attached to Committee Report?	Yes
Copy attached to Options Appraisal?	No

### 4: Ownership

Question	Response
Department	Finance
Section	
Lead Officers Name	Martin Henry
Lead Officers Title	Executive Director, Finance
Lead Officers Contact Details	Tel: 01604 837806   07894 062 135
Lead Officers Signature	
Date completed	9.12.21