

Equality and wider Impact Screening for BOLD Projects (Going straight to 'Delivery' stage)

1. Equality Screening

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this desktop screening, please refer to the County Council's [EIA Guidance document](#) available on SID.

Basic information needed to identify the policy and prepare for screening.

1.1	Directorate and Section/Unit:	Adult and Community Services
1.2	Title or brief description of the policy being screened:	NHS Monies – Income
1.3	Screening by:	Katie Collins/Charles Huntington
1.4	Date of screening:	4 th March 2011
1.5	Related policies/functions:	No
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Directorate Business Plan Objective - BOLD
1.7	Is this a new or existing policy?	No
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	No
1.9	What is the policy seeking to achieve?	Increased NHS income to be used to offset against efficiencies and cuts.
1.10	What are the planned outcomes for this policy?	This will achieve an efficiency saving of £1,000,000

1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Catherine Driscoll
1.12	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	N/A
1.13	Is equality monitoring in place for this policy?	N/A

2. Impact Assessment Screening

It is a mandatory requirement to consider and complete the Impact screening. Please indicate whether there could be a disproportionate impact (negative or positive) on any of the groups listed below.

When deciding this you should consider what you are trying to achieve through the policy, service or function? Who will be affected? Could the policy unlawfully discriminate against any section of the community? If there are benefits for a particular group, is it clear why this is necessary? Is there a possible impact on relationships or perceptions between communities? Have you thought about how to address this? Have all councillors, senior officers, partners and stakeholders been involved if appropriate?

A. Equality

Could this project have a disproportionate impact on the Protected Groups listed below?	Positive	Negative	Neutral
Age			
Children (0 – 15 years)			X
Young People (16 – 24 years)			X
Older People (50+ years)			X
Disability			
(e.g. people who have mental health, physical, sensory, learning and/or other disabilities)			X
Gender			
Male			X
Female			X
Race			
(e.g. Asian, Chinese, Gypsy Roma Travellers).			
Religion or Belief			
(e.g. Christian, Muslim, Jewish, Sikh)			X
Sexual Orientation			
lesbian, gay, bisexual			X

Gender Reassignment (This refers to a person who has undergone, is undergoing or proposes to undergo a process (which does not have to be a medical process) to change their sex)			X
Pregnancy and Maternity			X
Where you have indicated a positive or negative impact, please give an indication as to the extent and timing of the impact below. Please also indicate your reason if not applicable (neutral):			

B. Geography?

Could this project have an impact on the categories listed?	Positive	Negative	Neutral
County			
County			X
Wider Community			X
Districts			
Bromsgrove DC			X
Malvern Hills DC			X
Redditch BC			X
Worcester City C			X
Wychavon DC			X
Wyre Forest DC			X
Locality			
Urban			X
Rural			X
North			X
South			X
Where you have indicated a positive or negative impact, please give an indication as to the extent and timing of the impact below. Please also indicate your reason if not applicable (neutral):			

C. Demographic

Could this project have an impact on the categories listed?	Positive	Negative	Neutral
Older People			X
Children / Youth			X
Families			X
Employment			X
Schools			X
Foster / Adoption			X
Business / Voluntary / Residents			
Business			X
Voluntary Organisations / Groups			X
Residents			X
Where you have indicated a positive or negative impact, please give an indication as to the extent and timing of the impact below. Please also indicate your reason if not applicable (neutral):			

D. Sustainability

Could this project have an impact on the categories listed?	Positive	Negative	Neutral
Energy - electricity, gas or other fuel; eg use of additional buildings or lighting and heating in buildings outside existing hours, additional ICT equipment, etc.			X
Transport - mileage by participants, staff or residents? Has alternative travel been considered?			X
Recycling / Waste			X
Water			X
Sustainability – ie. meets the needs of the present without compromising the needs of future generations, and wherever possible, considers the support of the local economy.			X
Where you have indicated a positive or negative impact, please give an indication as to the extent and timing of the impact below. Please also indicate your reason if not applicable (neutral):			

E. Resource Impact

Could this project involve or result in a significant commitment, or reduction, of resources. If so, give details.

N/A

F. Existing Inequalities Impact

Could this project relate to, or affect an area where inequalities are already known to exist? If so, give details.

N/A

G. Is a full EIA required?

An EIA is not always needed. Where you have decided that an assessment is not required please clearly summarise the reasons for your decision, including any factors you have taken into account, in the box below.

EIA not required: reasons and additional comments
This is support from NHS to help mitigate funding shortfall as a result of efficiency agenda.

If you need to undertake a full EIA, please go to <http://apps3/cms/rd/human-resources/eig-toolkit/equality-and-diversity/equality-impact-assessments-e.aspx> for the template. If you require assistance completing the full EIA, please contact the Corporate Equality and Diversity Team ext 6225 or 6938.

Approvals				
Name	Signature	Title	Date	Version
Project Sponsor				
DMT / LT [name]				
BOLD Steering Group [name]				
BOLD Programme Board [name]				

Equality & Diversity [name]				
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