

## 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 identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

### 1: Proposal

Requirement	Detail
Title of proposal	Transforming NNC Adult Social Care Provider Services
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Strategy and Case for Change
What is the objective of this proposal?	Delivering the highest quality assessment, re-ablement and enablement to support people to live their lives independently and be ambitious for their future"
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	16 <sup>th</sup> of October 2022 – Executive
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	TBC
What processes are in place to monitor and review the impact of this proposal?	TBC
Who will approve this proposal? (Committee, CLT)	Executive

## 2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Age</b></p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<ul style="list-style-type: none"> <li>• Service Users: looking at age groups that may be adversely affected</li> <li>• Phase 1: older adults</li> <li>• Phase 2: younger adults</li> <li>• Short term: change/adjustment which will be managed by the staff</li> <li>• Long term: better facilities and better quality of care</li> </ul>	<ul style="list-style-type: none"> <li>• There is an opportunity here to make a very positive change to enhance people's lives and provide better working conditions for staff too.</li> <li>• Better training, pay and conditions for staff. In particular those of young age categories for where this may be their first employment opportunity, but also for those who have been in the sector for a considerable number of years.</li> <li>• It is expected that this will lead to a lower turnover that in turn will create a more stable environment and continuity for those using the service.</li> </ul>	<p>Positive</p>
<p><b>Sex</b></p> <p>Is one sex affected more than another or are they affected the same?</p>	<ul style="list-style-type: none"> <li>• Workforce has higher proportion of female: SSYA: 109 female/10 male</li> </ul>	<ul style="list-style-type: none"> <li>• An option to look into gender neutral toilets for staff, due to ratios, all</li> </ul>	<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> <li>• Include factual evidence of how 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.
	<p>Pine: 26 female/2 male Beech: 45 female/4 male</p> <ul style="list-style-type: none"> <li>• Service users are of equal ratio, one sex is not affected more than another.</li> <li>• Services are accessible to men and women.</li> </ul>	facilities can be utilised. This would not be affected should the ratios change.	
<p><b>Disability</b> It is likely to have an effect on a particular type of disability? Why?</p>	<ul style="list-style-type: none"> <li>• Better trained staff to understand disabilities</li> <li>• Accessibility for service users and staff</li> <li>• Better facilities and equipment e.g., hoists, en-suites and acoustic sensor based technology.</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities will be explored at the point of project moving forward/identified new property. An ESA will be done for each project to identify opportunities.</li> </ul>	Positive
<p><b>Gender Reassignment</b> Will there be an impact on trans males and/or trans females?</p>	<ul style="list-style-type: none"> <li>• Staff to be trained to feel empowered to communicate appropriately with trans customers.</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities to look at gender neutral facilities</li> <li>• Training in understanding gender reassignment</li> </ul>	Neutral
<p><b>Race</b> Are people from one ethnic group affected more than people from another ethnic group?</p>	<ul style="list-style-type: none"> <li>• Promote facilities to encourage those from communities that do not access the facilities to use them</li> <li>• To include stats/ratios which are to be confirmed by HR</li> </ul>	<ul style="list-style-type: none"> <li>• The service will explore reasons why there is an imbalance</li> <li>• Better premises may provide an opportunity to be more representative of the local community</li> </ul>	Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> <li>• Include factual evidence of how 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>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p><b>Sexual Orientation</b></p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<ul style="list-style-type: none"> <li>• Regulated Services currently have a majority of carers who are predominately White British, which is representative of the North Northants population</li> <li>• Ethnic identity information is provided on a voluntary basis, so the figures below are not a full analysis of the entire staff cohort. Please see totals below for those who provided their data: <ul style="list-style-type: none"> <li>- Beech Close: 8/9 staff members identify as White British</li> <li>- Pine Lodge: 13/15 staff members identify as White British</li> <li>- SSYA: 56/62 staff members identify as White British</li> </ul> </li> <li>• Sexual orientation data is not available at time of review</li> <li>• There will be continued engagement and consultation to understand and assess any impact of the proposal on this group.</li> </ul>	<ul style="list-style-type: none"> <li>• It is anticipated that the proposal will support engagement with all affected staff and users.</li> </ul>	<p>Neutral</p>


Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Marriage &amp; Civil Partnership</b></p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<ul style="list-style-type: none"> <li>• There is not evidence to suggest that the current policies, process and information impact on marriage and civil partnerships of users or staff</li> <li>• There is an inclusive approach to care provision</li> </ul>	<ul style="list-style-type: none"> <li>• The future operating model would look at better room sizes where users could cohabit</li> <li>• The future policy could support services for those who are married or are in a civil partnership.</li> </ul>	<p>Neutral</p>
<p><b>Pregnancy &amp; Maternity</b></p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<ul style="list-style-type: none"> <li>• If this happens, new facilities could incorporate facilities for this</li> <li>• There are policies in place currently to ensure this is managed well</li> <li>• Relevant risk assessment are carried out by services</li> </ul>	<ul style="list-style-type: none"> <li>• There is a policy or outline to be written here to outline this criteria regarding residents</li> </ul>	<p>Neutral</p>
<p><b>Religion or Belief</b></p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>	<ul style="list-style-type: none"> <li>• To ensure religion and beliefs are respected</li> <li>• Anyone with religious needs is supported to access any services to facilitate the involvement of any religious activities</li> <li>• Dietary requirements and celebration of festivals are supported with the service for users and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Training in place to ensure this is respected and how to manage these situations</li> </ul>	<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<b>Health &amp; Wellbeing</b> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	<ul style="list-style-type: none"> <li>• There will be better opportunities for users to be able to enjoy healthy food, exercise, to be part of their community, a more happy working place for the staff, better incomes for staff and an overall better environment including green spaces</li> </ul>	<ul style="list-style-type: none"> <li>• Explore new opportunities for exercise and green space access for users</li> <li>• Promote health and wellbeing across these services</li> <li>• Improve pay and progression</li> </ul>	Delete as appropriate. There can be more than one answer per protected group.  Positive

### 3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No  If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

## 4: Ownership

Question	Response
Directorate	Adults, Communities and Wellbeing
Service area	Adult Social Care Provider Services
Lead officer's name	David Watts
Lead officer's job title	Executive Director of Adults, Communities and Wellbeing
Lead officer's contact details	<a href="mailto:David.Watts@northnorthants.gov.uk">David.Watts@northnorthants.gov.uk</a>
Lead officer's signature	
Date completed	16.09.2022

Completed forms must be sent to [NNC Equalities](#)