



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	Draft Budget Proposals for North Northamptonshire Council 2023/24.
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	<p>The draft proposals within the budget set out the financial position for the authority and the pressures/savings emerging from the first year of operation alongside new savings and additional investment requirements for 2023/24 onwards. The budget is designed to support the priorities of the Council as set out within the Council’s Corporate Plan.</p> <p>The budget proposals:</p> <ul style="list-style-type: none"> • Seek to protect service levels • continue the Local Council Tax Support Scheme at 25% which is the same as the previous year.

Requirement	Detail
	<ul style="list-style-type: none"> • support a core council tax increase of 2.99% and an adult social care precept of 2% • Where possible, deliver efficiencies through service redesign, transformation and improvements in technology. • Savings within Adult Social Care relate to better contract utilisation and the continuation of strength-based working alongside support to enhance the specialist care provision. • Improve income through proactive risk-based treasury management investment • Review the fees and charges in a number of areas to recognise inflationary impact and other changes. • Include a charge for Green Waste collection which has previously been approved. This decision has already been undertaken as part of a separate consultation and assessment and the budget recognises the outcome of this. • Include a number of technical budget proposals which do not require an equality impact assessment. • Some efficiencies will not require a full impact assessment.
<p>What is the objective of this proposal?</p>	<p>To set the budget for 2023/24 which, by statute, must be balanced financially. This requires the Council accounting for pressures on services that require investment as well as</p>

Requirement	Detail
	<p>identifying savings and efficiencies in order to balance the budget.</p> <p>In setting the budget the Council will take into account the contents of the Equality Act (2010) which contains a range of rights, powers and obligations to assist in the drive towards equality. North Northamptonshire Council has a duty towards people who share 'Protected Characteristics' to have 'due regard' to:</p> <ul style="list-style-type: none"> • Eliminating discrimination; • Promoting equality; • Fostering good relations. <p>Having due regard means public authorities must consciously consider or think about the need to do the three things set out in the public sector equality duty.</p> <p>The Council must demonstrate compliance with the duties in its decision-making processes, which it does so by requiring decisions made at Executive to be accompanied, where appropriate, by Equality Impact Assessments (EqIAs) to measure the effect of the proposed decision or policy on people with protected characteristics:</p>

Requirement	Detail
	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage and civil partnership • Pregnancy and maternity • Race • Religion and belief (including no belief) • Sex • Sexual orientation
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>Consultation on the budget will commence as soon as practical after the draft budget has been approved (Executive meet on 22nd December 2022 to consider the proposals) and end on 27th January 2023, covering a five-week period.</p>
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>The Equality Screening Assessment will be reviewed when the consultation has concluded.</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>Feedback from the wider consultation process and the comments from the Finance and Resources Scrutiny Committee.</p>
<p>Who will approve this proposal? (Committee, CLT)</p>	<p>Executive and Council</p>

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
<p>Age</p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p><u>Proposal: Strength Based Working</u></p> <p>Transformation of adult social care pathways and processes to ensure focus on client outcomes, independence, better decision making and best practice approaches to reduce delays and spend.</p> <p><u>Reduction in Demand Costs from Provider Transformation – phase 1</u></p> <p>Elements of support previously met through external care market would be met through the enhanced model within the PFI setting.</p> <p><u>Proposal: Increased Utilisation of Capacity within the PPP Contract</u></p> <p>This is a continuation and expansion of savings approved in 2022/23 from reviewing the capacity</p>	<p>No negative impacts</p> <p>No negative impacts</p> <p>No negative impacts</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p>Positive</p> <p>Positive</p> <p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>within the PPP arrangements to maximise the use of the facilities and reduce the cost of placements compared to other independent providers.</p> <p><u>Proposals: Use of Framework Contract and Reductions in spend on Spot Contract</u></p> <p>Effective commissioning to maximise the use of the care providers on the framework contract, which is more cost effective than one-off spot contracts.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? <p>No negative impacts</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Neutral</p>
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Sex.</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation.</p>	<p>Neutral</p>
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Disability.</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation.</p>	<p>Neutral</p>
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Gender Reassignment.</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation.</p>	<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Race.</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation.</p>	<p>Neutral</p>
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Sexual Orientation.</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation</p>	<p>Neutral</p>
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Marriage and Civil Partnerships.</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation</p>	<p>Neutral</p>
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, affected by this proposal?</p>	<p>Closure of Creche at Lodge Park Leisure Centre</p>	<p>Equality Screening undertaken and a very small number of parents are affected. An alternative offer will be made for them at Corby Pool.</p>	<p>Neutral</p>
<p>Religion or Belief</p> <p>Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>Neutral. The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Religion or Belief</p>	<p>Any concerns regarding the impact in relation to this protected group will be highlighted through the consultation</p>	<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Health & Wellbeing</p> <ol style="list-style-type: none"> 1. Health behaviours (Eg: diet, exercise, alcohol, smoking) 2. Support (Eg: community cohesion, rural isolation) 3. Socio economic (eg: income, education). 4. Environment (Eg: green spaces, fuel poverty, housing standards). 	<p>Overall, the proposals within Adult Social Care have a positive impact on Health and Wellbeing, by supporting the independence of individuals looking for support in a community setting. Further developments aim to improve the support to individuals through an enhanced model of care within the Specialist Care Centre.</p>	<p>Positive</p>	<p>Positive</p>

3: Equality Impact

Question	Response
<p>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.</p>	<p>Overall, a positive impact</p>
<p>Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)</p>	<p>No – not at this stage. This will be considered in light of the consultation.</p> <p>If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.</p>
<p>Copy attached to Committee Report?</p>	<p>Yes</p>
<p>Copy attached to Options Appraisal?</p>	<p>No</p>
<p>Copy attached to proposal document/report/policy?</p>	<p>Yes – Committee Report</p>

4: Ownership

Question	Response
Department	Finance and Performance
Section	Finance
Lead Officer's Name	Janice Gotts
Lead Officer's Title	Executive Director of Finance and Performance (S151 Officer)
Lead Officer's Contact Details	Janice.gotts@northnorthants.gov.uk
Lead Officer's Signature	
Date completed	08.12.22

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