



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 2024/25.
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 2024/25 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. • Investment within Adult Social Care relating to better 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 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 2024/25 which, by statute, must be balanced financially. This requires the Council accounting for pressures on services that require investment as well as 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</p>

Requirement	Detail
	<p>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> <ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage and civil partnership • Pregnancy and maternity • Race

Requirement	Detail
	<ul style="list-style-type: none"> Religion and belief (including no belief) Sex Sexual orientation
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	Consultation on the budget will commence as soon as practical after the draft budget has been approved (Executive meet on 21 st December 2023 to consider the proposals) and end on 26 th January 2024, covering a five-week period.
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	The Equality Screening Assessment will be reviewed when the consultation has concluded.
What processes are in place to monitor and review the impact of this proposal?	Feedback from the wider consultation process and the comments from the Finance and Resources Scrutiny Committee.
Who will approve this proposal? (Committee, CLT)	Executive and 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"> 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? 	<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? 	Delete as appropriate. There can be more than one answer per protected group.
Age			

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Different age groups that may be affected by the proposal in different ways.</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 2023/24 from reviewing the capacity 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>Proposal: Harmonise Minimum income guarantee Employment Support Allowance impact</u></p> <p>This is a proposal to review our charging policy and apply a consistent figure for minimum income guarantee as per Department Health and Social Care guidelines.</p>	<p>No negative impacts</p> <p>Minimal impact - there will be a short-term impact for people on employment and support allowance whereby there is a preferential local minimum income guarantee. However, after year one there, will be no impact as the minimum income guarantee will be harmonised and there will be equality of minimum income guarantee across all benefit recipients who receive a care package. This impact will be minimised by utilising personalised Disability Related Expenditure (DRE) assessments to</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p>Positive</p> <p>Neutral following mitigations</p>

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	<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: Financial Assessments – Discharge To Assess process</u></p> <p>This is a review of internal process to ensure that the financial assessment process is applied consistently and in a timely manner to ensure that people who are eligible to make a contribution towards their care packages do so.</p> <p><u>Proposal: Review in house services and implementation of phase 2 and phase 3</u></p> <p>This is a review of the in-house services to ensure that the provision provided is appropriate and identify where there may be alternative options</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>ensure that all DRE is taken into account when determining the level of financial contribution individuals make to their care packages.</p> <p>No negative impact. This is a process improvement that will mean people drawing on services understand the financial assessment process and charge earlier meaning that they are better informed and do not risk building up any form of contribution debt.</p> <p>Minimal impact – whilst the proposals may lead to a different service for people – the alternative is likely to be a comparable alternative. Service will work closely with</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Positive</p> <p>Neutral</p>

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	<p>more suited to the needs of the individuals concerned.</p> <p><u>Proposal: Demand Management efficiency review</u></p> <ul style="list-style-type: none"> - high-cost placements, - learning disabilities care model - Systems & processes <p>Review of care packages for individuals and to support providers to adopt a strengths-based progression model which will not only improve outcomes for the individual but realise efficiencies.</p> <p><u>Proposal: Single Handed Care Project</u></p> <ul style="list-style-type: none"> - Double handed care package reviews - All user groups. - Maximise opportunities to undertake reviews. - Promote more independent living. <p>Often care packages are provided at a time of crisis or at pace to facilitate a discharge from hospital or to free up capacity in a discharge pathway (reablement or Tuvuda). This means that positive risk taking cannot always be maximised and the default is to 'prescribe' double handed packages of care rather</p>	<p>people to identify alternative options if the proposals require changes.</p> <p>No negative impacts</p> <p>Minimal impact – whilst the proposals may lead to a different service for people – the alternative is likely to be a comparable alternative. Service will work closely with people to identify alternative options if the proposals require changes.</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p>Neutral</p> <p>Neutral</p>

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	<p>than to explore additional therapy input and training to maximise opportunities for people to be supported by one care worker. The premise of this project is to expand the existing single handed care team so a review can be completed of all double handed packages of care at pace with an aspiration to move towards a greater proportion of single-handed care visits. This will enable.</p> <ul style="list-style-type: none"> • Positive outcomes for the people of North Northants. • Maximising independence & safety. • Appropriate use of resource – equipment/ provider market etc <p><u>Proposal: Shared Lives Offer</u></p> <p>Currently we mainly have placements for people supported with Learning Difficulties, but also some needing physical support. We have no placements for people supported with Autism or Mental Health issues and this is an area that we would look to increase on when we recruit more Carers. For NNC Shared Lives team, a programme of activity is being drawn up to support the incremental increase of recruitment of Shared Lives carers.</p>	<p>No negative impact. This is a process improvement that will mean people drawing on services will have an alternative community provision that could improve their outcomes.</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p>Neutral</p>

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	<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>The main objective is to recruit an additional 20 Shared Lives Carers by March 2027.</p> <p>Shared lives schemes support adults with care and support needs to live in the community with a family as it is harder for them to live on their own. This enables people who use shared lives schemes to have better outcomes and opportunities that they may not necessarily get through other care options.</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>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</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>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<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>
<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>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>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<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>
<p>Health & Wellbeing</p> <p>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>	<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>

Question	Response
	If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to Committee Report?	Yes
Copy attached to Options Appraisal?	No
Copy attached to proposal document/report/policy?	Yes – Committee Report

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	19.01.24

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