



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

1: Proposal

Requirement	Detail
Title of proposal	Draft Budget Proposals for North Northamptonshire Council 2022-23.
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 2022-23 onwards. The budget is designed to support the priorities of the Council as listed within the Corporate Plan.</p> <p>The budget proposals:</p> <ul style="list-style-type: none"> • protect the existing service levels • continue the Local Council Tax Support Scheme at 25% as approved in the budget for 2021-22 • support a core council tax increase of 1.99% and an adult social care precept of 1%

Requirement	Detail
	<ul style="list-style-type: none"> • 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 and admissions avoidance • Improve income through proactive risk-based treasury management investment • Review the fees and charges in order to support harmonisation across the previous sovereign areas and, where possible, consolidate the fees and charges recognising the varying descriptions across the previous Councils. Charges are already in place and the proposals are intended to ensure consistency and fairness across the Council area. • 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 2022-23 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 equality. North Northamptonshire Council has a duty towards people who share 'Protected Characteristics' to have 'due regard' to:</p>

Requirement	Detail
	<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 ESA and or EqIA 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 • 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 23rd December to consider the proposals) and end on 28th January 2022, 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 ESA will be reviewed when the consultation has concluded.</p>

Requirement	Detail
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

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>Age</p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<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>Proposal: Admission Avoidance</u></p> <p>A service (initially funded by business rate pilot fund) provided by health, social care and East Midlands Ambulance Service providing support following falls in the home to reduce hospital admissions and likelihood of long-term social care.</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>Positive</p> <p>Positive</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how 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>It focusses on people presenting at acute hospitals with relevant conditions who can be rapidly assessed, diagnosed and treated without being admitted to a ward, if clinically safe to do so.</p> <p><u>Proposal: Increased Utilisation of Capacity within the PPP Contract</u></p> <p>The PPP contract predominantly cares for individuals that are over 65 years of age and frail.</p> <p>The aim of the proposal is to review the capacity within the PPP care arrangements to maximise the use of the facilities that we hold a contract with and achieve cost effective placements compared to other independent providers. Placements will only be provided where they are suitable and meet the needs of the individuals.</p> <p><u>Front Door Direction to VCS providers</u></p> <p>Individuals can receive appropriate support through Voluntary and Community Sector organisations, a number of which will receive grant funding from the Council</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>Neutral</p> <p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how 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.
	<p><u>Expansion of Extra Care and review of contracts</u></p> <p>Designed to facilitate wider use of Extra Care facilities, only where this is a suitable placement for the individual.</p>		Neutral
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Sex.		Neutral
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p><u>Front Door Direction to VCS providers</u></p> <p>Individuals can receive appropriate support through Voluntary and Community Sector organisations, a number of which will receive grant funding from the Council</p>		Neutral
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Gender Reassignment.		Neutral
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Race.		Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Sexual Orientation.</p>		<p>Neutral</p>
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Marriage and Civil Partnerships.</p>		<p>Neutral</p>
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Pregnancy and Maternity</p>		<p>Neutral</p>
<p>Religion or Belief</p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Religion or Belief</p>		<p>Neutral</p>
<p>Health & Wellbeing</p> <p>1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation)</p>	<p>The proposals within Adult Social Care have a positive impact on Health and Wellbeing, by supporting the independence of individuals, seeking to avoid hospital admissions and looking for support in a community setting.</p>		<p>Positive</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	<ul style="list-style-type: none"> • Include factual evidence of how 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.

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.	Overall, a positive impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No – not at this stage. This will be considered in light of the consultation. 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	Finance

Question	Response
Service area	
Lead officer's name	Janice Grotts
Lead officer's job title	Executive Director of Finance
Lead officer's contact details	Janice.gotts@northnorthants.gov.uk
Lead officer's signature	
Date completed	14.12.2021

Completed forms must be sent to Equalities@northnorthants.gov.uk