

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	The draft proposals within the budget set out the financial position for
service / removal of service / project / event/ budget	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.
	The budget proposals:
	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
Requirement	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.
What is the objective of this proposal?	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. 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:

Requirement	Detail	
•	Eliminating discrimination;	
	Promoting equality;	
	Fostering good relations.	
	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.	
	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:	
	• Age	
	Disability	
	Gender reassignment	
	Marriage and civil partnership	
	Pregnancy and maternity	
	Race	
	Religion and belief (including no belief)	
	• Sex	
	Sexual orientation	
Has there been/when will there be consultation on this proposal?	The Executive approved the draft budgets at the meeting on 23 rd	
(List all the groups / communities, including dates)	December and the formal consultation commenced following this	
	meeting and ended on 28th January 2022. The consultation covered a	
	five-week period.	
Did the consultation on this proposal highlight any positive or negative impact	Positive Impact on Children's and Adult Services from continued	
on protected groups? (If yes, give details)	investment into these services.	

Requirement	Detail
What processes are in place to monitor and review the impact of this proposal? Feedback from the consultation process and the budge	
	to scrutiny by the Finance and Resources Scrutiny Committee.
Who will approve this proposal?	Executive and Council
(Committee, CLT)	

2: Equality Consideration

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

Protected	General Equality Duty Considerations	Changes	Impact
Groups	 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? 	 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	Proposal: Strength Based Working		Positive
Different age groups that may be affected by the proposal in different ways.	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.		
	Proposal: Admission Avoidance 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.		Positive

			Appendix
Protected	General Equality Duty Considerations	Changes	Impact
Groups	Include factual evidence of how people in this group may be	What changes can be made to mitigate any negative impact?	Delete as appropriate.
·	affected.	Are there opportunities to remove possible barriers or	There can be more than
	Consider the outcomes and processes.	disadvantages that a group may face?	one answer per
	Does this seek to eliminate discrimination?		protected group.
	Does this promote fostering good relations? If for any and a promote promote promote the control is a promote for the control		
	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.		
	Proposal: Increased Utilisation of Capacity within		
	the PPP Contract		Neutral
	The PPP contract predominantly cares for		
	individuals that are over 65 years of age and frail.		
	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.		
	Front Door Direction to VCS providers		Neutral
	Individuals can receive appropriate support through		
	Voluntary and Community Sector organisations, a		
	number of which will receive grant funding from the		
	Council		

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	Expansion of Extra Care and review of contracts Designed to facilitate wider use of Extra Care facilities, only where this is a suitable placement for the individual.		Neutral
Sex Is one sex affected more than another or are they affected the same?	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Sex.		Neutral
Disability It is likely to have an effect on a particular type of disability? Why?	Front Door Direction to VCS providers Individuals can receive appropriate support through Voluntary and Community Sector organisations, a number of which will receive grant funding from the Council		Neutral
Gender Reassignment Will there be an impact on trans males and/or trans females?	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Gender Reassignment.		Neutral
Race Are people from one ethnic group affected more than people from another ethnic group?	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Race.		Neutral

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Sexual Orientation	The initial impact assessment has not highlighted		Neutral
Are people of one sexual orientation affected differently to people of another sexual orientation?	any negative or positive impacts on individuals in relation to Sexual Orientation.		
Marriage & Civil	The initial impact assessment has not highlighted		Neutral
Partnership	any negative or positive impacts on individuals in		
Are people in a Marriage or Civil Partnership treated less favourably?	relation to Marriage and Civil Partnerships.		
Pregnancy & Maternity	The initial impact assessment has not highlighted		Neutral
Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	any negative or positive impacts on individuals in relation to Pregnancy and Maternity		
Religion or Belief Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?	The initial impact assessment has not highlighted any negative or positive impacts on individuals in relation to Religion or Belief		Neutral
Health & Wellbeing	The proposals within Adult Social Care have a		Positive
 Health behaviours (E.g. diet, exercise, alcohol, smoking) Support (E.g. community cohesion, rural isolation) 	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.		

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3. Socio economic (E.g. income,			
education).			
4. Environment (E.g. green spaces,			
fuel poverty, housing standards).			

3: Equality Impact

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

4: Ownership

Question	Response
Directorate	Finance
Service area	Finance
Lead officer's name	Janice Grotts

Question	Response	
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	02/02/2022	

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