

# Equality Impact Assessment Form

**Please ensure that you refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team**

Details	
Name of Initiative to be assessed:	Outcome Focused (Strategy on a Page)
Name of responsible officer:	Lorraine Buck
Group/Directorate:	People and Performance
Service Area:	Social Services
Date:	April 2016

**(a) WHAT ARE YOU ASSESSING FOR IMPACT?**

Service/ Function  <input type="checkbox"/>	Policy/ Procedure  <input type="checkbox"/>	Project  <input type="checkbox"/>	Strategy  <input type="checkbox"/>	Plan  <input type="checkbox"/>	Proposal  <input type="checkbox"/>	Information/ Position statement  <input checked="" type="checkbox"/>
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**(b) Please name and describe below**

As part of the Strategy on a Page initiative all budgets were reviewed and categorised with Senior Managers to determine any possible efficiencies that could contribute to the funding gap for the Authority. This is an MTFP budget adjustment within Fostering and Adoption services.

Social Worker post currently vacant (48k) – this is a bumped redundancy option and

Independent adoption placements (54k)

These adjustments are one-off budget line adjustments based on accountant and service managers discussions on the future potential service demands that are in the MTFP forecasts and reductions that could be made to the budgets going forward

**(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?**

**If so, please identify what and how?**

N/A

**(d) Does the initiative directly affect service users, employees or the wider community?**

Yes	<input type="checkbox"/>	Continue assessment
No	<input checked="" type="checkbox"/>	No need to continue screening or carry out an EqIA

**Screening/Relevance Test: Is an equality impact assessment required?**

*Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.*

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
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## Equality Impact Assessment Form

Age	Neutral
Disability	Neutral
Gender Reassignment	Neutral
Marriage & Civil Partnership	Neutral
Pregnancy and Maternity	Neutral
Race	Neutral
Religion or Belief	Neutral
Sex	Neutral
Sexual orientation	Neutral
Carers	Neutral
Welsh Language	Neutral

**If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).**

There are no detrimental effects to service users, the public or the authority, therefore a full EQIA is not relevant at this time.  
As can be seen above, the 11 protected characteristics have been deemed to have a neutral impact.

**Are you happy that you have sufficient evidence to justify your decision?**

**Yes**

**Signed: Ellis Cooper**

**Position: Corporate Director**

**N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqIA.**

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## **Full Equality Impact Assessment**

*You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.*

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.

### **Evidence Sources**

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

**Decision Log** – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)

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## Review

<b>Date of Next Review:</b>
<b>If review is not required, explain why.</b>

<b>Approved by:</b>
<b>Signature:</b>
<b>Job Title:</b>
<b>Approval date:</b>

<b>Date of Update:</b>
<b>Update recording</b>