

Equalities Screening Record Form

Date of Screening: 25th May 2012	Directorate: ASCH&H	Section: OP<C		
1. Activity to be assessed	Long Term Conditions Strategy.			
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing			
4. Officer responsible for the screening	Mira Haynes			
5. Who are the members of the EIA team?	Dave Rossiter, Long Term Conditions Project Group, Lynne Lidster.			
6. What is the purpose of the activity?	To develop the Long Term Conditions strategy in line with national policies and legislation, taking in to consideration local need.			
7. Who is the activity designed to benefit/target?	Individuals with Long Term Conditions aged 18 to 64, their families and their carers.			
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g. equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data	
8. Disability Equality	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	Positive impact expected.	We consulted individuals with long term conditions to ensure that the strategy is informed by the needs they identified. All individuals currently supported by both the Long Term Conditions social work team and by local support groups had the opportunity to respond to the consultation during the three month period. 18% of the individuals supported by the Long Term Conditions social work team responded with a further 10% of relatives or carers responding on behalf of someone supported by the team. Those who were unable to or who did not wish to attend the conference were given alternative methods of contribution most suitable to their circumstances and needs. The resulting Strategy and Action Plan will benefit individuals with long term conditions.
9. Racial equality	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	Findings from the Equalities Monitoring undertaken throughout the consultation process indicate that the races identified reflect the expected make-up of Bracknell Forest. While efforts were made to engage with other ethnicities it should be taken into consideration that not all ethnicities have been declared on the monitoring forms.

				<p>As a result, more minorities were represented than can be reported. While this may not affect the overall proportion of minorities represented it is still evidence of further inclusion. Specific work was undertaken to engage the Nepali community through the Nepali Community Support Worker, for example. Mixed and Asian representation was 6% and 9% respectively while 86% of respondents were White. Figures are distorted by the small number of individuals who completed the Equalities Monitoring form.</p> <p>None of the priorities or actions resulting from the consultation disproportionately affects any racial group and any implementation of the priorities or actions would be in line with Racial Equality policies.</p>
10. Gender equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	19% of individuals who declared a gender were male. This is below the expected figure of 42% of those we support. Attendance at the conference suggests that a 25% proportion should have been reported. Following this logic it could be the case that a further percentage of male individuals did not declare their gender in the other methods of consultation. None of the priorities resulting from analysis of the information relate to the support of one gender over another and any services or support developed as a result of the strategy would be in accordance with our Gender Equality policies.
11. Sexual orientation equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	Support provided as a result of the revised strategy will be in line with the Council's existing policies on sexual orientation equalities to eliminate any potential discrimination and advance equality when supporting residents. This is not currently recorded for individuals supported by the Long Term Conditions social work team. An action has been attributed to the Head of Service and Project Group to develop a mechanism for monitoring this protected characteristic in the future.
12. Gender re-assignment	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	Support provided as a result of the revised strategy will be in line with the Council's existing policies on gender re-assignment equalities to eliminate any potential discrimination and advance equality when supporting residents.
13. Age equality	Y <input checked="" type="checkbox"/>	N	There is an adverse impact for individuals with Long Term Conditions who are younger than 18 or older than 64.	<p>This adverse impact is justified as this strategy is for individuals aged 18 to 64. For individuals younger than 18 there is a children's strategy, Aiming High. For individuals older than 64 there is an older persons strategy, which will be refreshed in 2012.</p> <p>The average age of individual supported by the Long Term Conditions Social Work Team is 53. The consultation responses show that the highest proportion of contributions came from people aged 46-55 and that each band within the whole range of 18-64 had made some contribution.</p>

14. Religion and belief equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	<p>Consultation responses show that the minority faith groups were proportionally well represented through the different consultation methods. There is no recorded information to hand to understand the religious make-up of the individuals supported by the Long Term Conditions Team so comparisons are drawn against the population as a whole. An action has been attributed to the Head of Service and Project Group to develop a mechanism for monitoring this protected characteristic in the future.</p> <p>Christians represented 70% of consulted individuals against a Borough prevalence of 72%. Hindu's were 5% of responses against 1% in the greater population. Muslims were 8% of responses against 0.7% in the greater population. Other religions accounted for 5% of responses against 0.3% of the population. Individuals stating no religion or belief equated to 11% of consultation responses against 18% of the greater population.</p> <p>As with the other equality strands, no actions or priorities arising from the consultation will disproportionately impact any religion or belief and any actions and priorities identified will be implemented within Religion and Belief Equalities policies.</p>
15. Pregnancy and maternity equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	Support provided as a result of the revised strategy will be in line with the Council's existing policies on pregnancy and maternity equalities to eliminate any potential discrimination and advance equality when supporting residents.
16. Marriage and civil partnership equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	Support provided as a result of the revised strategy will be in line with the Council's existing policies on marriage and civil partnership equalities to eliminate any potential discrimination when supporting residents.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.	Carers represented 13% of consulted individuals and have had their concerns included within the Strategy and Action Plan. Actions relating to Carers will reference the Carers Strategy, which is concerned specifically with supporting the borough's Carers.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	The negative impact on age equality is justified because other strategies are responsible for the other age groups that are not included in the Long Term Conditions Strategy.			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	The strategy supports individuals with Long Term Conditions and Disabilities so there is a disproportionate, positive impact for disability equality.			

20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N <input checked="" type="checkbox"/>	Please explain for each equality group
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Evaluation of the current equalities monitoring highlights areas to be improved. These have been included in the actions below.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N <input checked="" type="checkbox"/>	There is no significant differential impact identified within the screening record. Therefore a full impact assessment is not required.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Monitoring of equalities.	Ongoing	Head of Service & Long Term Conditions Project Group	Through RAP returns we can identify key equalities and map them against the transition of individuals through to the support they receive from Adult Social Care, Health & Housing. This is no longer required as a return but is a method we can continue to use to ensure that equalities are considered in an ongoing way. Should changes to the service or support provided be needed as a result of identifying a particular trend, the Long Term Conditions Project Group will formulate an appropriate addition to the Action Plan.
Development of monitoring techniques.	March 2013	Head of Service & Long Term Conditions Project Group	The ongoing monitoring techniques will be developed to include monitoring of Religion & Belief and Sexuality equalities.
Monitoring of impacts.	June 2012 - June 2017	Chief Officer & Long Term Conditions Project Group	Impacts will be periodically assessed throughout the lifetime of the strategy to ensure that any expected positive impacts are realised.
24. Which service, business or work plan will these actions be included in?	Adult Social Care, Health & Housing Service Plan.		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?			
26. Chief Officers signature.	Signature:  Date: 28/5/12		