

Equalities Screening Record Form

Date of Screening: 25th May 2012	Directorate: ASCH&H	Section: OP<C		
1. Activity to be assessed	Sensory Needs Service Consultation & Options Paper.			
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" 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, Sensory Needs Subgroup to the Long Term Conditions Project Group, Naoma Dobson.			
6. What is the purpose of the activity?	To present options for sensory needs service delivery, considering local need and national policies and legislation.			
7. Who is the activity designed to benefit/target?	Individuals with Sensory Impairments aged 18 and over, 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 sensory impairments to ensure that the service requirements are informed by the needs they identified. All individuals currently on the sensory impairment registers had the opportunity to respond to the consultation during the three month period. 34% of the individuals on the registers responded. 95.2% of respondents reported that they had a disability. Consideration of communication needs was a theme throughout the consultation process and both interpreters and large print versions of relevant documents were available to assist individuals in contributing their opinions. The service options resulting from the consultation will consider the responses and base any new sensory impairment service on this platform of identified local need.
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.	The sensory impairment registers used to engage the individuals in receipt of services did not include race information. Specific work was undertaken to engage the Nepali community through the Nepali Community Support Worker. BME representation was 1.6% while 98.4% of respondents were White British. None of the

				options resulting from the consultation disproportionately affects any racial group and any of the service models chosen would be in line with Racial Equality policies.
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.	57.8% of respondents identified themselves as female. The proportion of females on the sensory impairment registers is 57.3%. None of the options resulting from the consultation disproportionately affects one gender over another and any of the service models chosen 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.	The service options within the report will be provided in line with the Council's existing policies on sexual orientation equalities to eliminate any potential discrimination and advance equality when supporting residents. Sexual orientation is not currently recorded as part of the sensory impairment register.
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.	The service options within the report will be provided 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 should be a neutral impact. Individuals with sensory impairments who are younger than 18 are provided for by the Children, Young People & Learning Department.	This adverse impact is justified as the sensory impairment service provides for individuals aged 18 and over. For individuals younger than 18 the Children, Young People & Learning Department is responsible for ensuring appropriate service provision. The mean average age of individuals on the visual impairment register is 68 while the mean average age of individuals on the hearing impairment register is 70. The consultation responses show that 77% of contributions came from people aged over 65.
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.	Findings from the equalities monitoring undertaken throughout the consultation process indicate that the religions and beliefs identified reflect the expected make-up of Bracknell Forest. The sensory impairment registers used to engage the individuals in receipt of services did not include religion or belief information. Individuals identifying as Christian represented 87% of respondents while 10.2% had no belief. The remaining 2.8% consisted of individuals identifying as Buddhist, Jewish, Muslim and another religion or belief type. None of the options resulting from the consultation disproportionately affects any religious or belief group and any of the service models chosen would be in line with Religion and Belief Equality policies.
15. Pregnancy and maternity equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential	The service options resulting from the consultation will be provided in line with the Council's existing policies on pregnancy and

			impact at this time.	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.	The service options resulting from the consultation will be provided 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 5% of consultation respondents and have had their concerns included within the options paper.			
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 departments are responsible for the provision of sensory impairment services to individuals under the age of 18.			
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 sensory needs service options paper supports individuals with sensory impairments 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	Milestone/Success Criteria
Development of monitoring techniques.		November 2012	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 equalities.	On-going	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 review any potential consequences and undertake the necessary actions.
Monitoring of impacts.	November 2012 - On-going	Chief Officer & Long Term Conditions Project Group	Impacts will be periodically assessed throughout the provision of the service option 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: 27/7/12		