

## Equalities Screening Record Form

<b>Date of Screening:</b> 25th May 2012	<b>Directorate:</b> ASCH&H	<b>Section:</b> OP&LTC		
<b>1. Activity to be assessed</b>	Sensory Needs Service			
<b>2. What is the activity?</b>	<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			
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing			
<b>4. Officer responsible for the screening</b>	Mira Haynes			
<b>5. Who are the members of the EIA team?</b>	Dave Rossiter, Sensory Needs Subgroup to the Long Term Conditions Project Group, Angela Harris.			
<b>6. What is the purpose of the activity?</b>	To provide a sensory needs service, considering local need and national policies and legislation.			
<b>7. Who is the activity designed to benefit/target?</b>	Individuals with Sensory Impairments aged 18 and over, their families and their carers.			
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> 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.	<b>What evidence do you have to support this?</b> 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	
<b>8. Disability Equality</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	Positive impact expected.	Consultation to develop the service included people with sensory impairments to ensure that the service requirements were informed by the needs they identified. All people currently on the sensory impairment registers had the opportunity to respond to the consultation during the three month period and we received a response rate of 34%. The service provision model has taken into consideration the consultation responses. The service will be provided to adults with sensory impairments and will be a positive impact.
<b>9. Racial equality</b>	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 service model will be provided in line with the Council's Racial Equality policies. As elements of the service will be provided by Bracknell Forest Council staff using the Adult Social Care electronic record management system, people's race will be recorded and monitored under the same processes as any other person the department supports. Where third party organisations provide these services the following contract clause ensures that this is done so in line with

				<p>the Equality Act.</p> <p>Clause27.2: The Approved Provider shall not discriminate or permit any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.</p>
<b>10. Gender equality</b>	Y	N <input checked="" type="checkbox"/>	<p>There should be a neutral impact. There is no evidence of differential impact at this time.</p>	<p>57.8% of respondents identified themselves as female. The proportion of females on the sensory impairment registers is 57.3%.</p> <p>The service model will be provided in line with the Council's Gender Equality policies. As elements of the service will be provided by Bracknell Forest Council staff using the Adult Social Care electronic record management system, people's gender will be recorded and monitored under the same processes as any other person the department supports.</p> <p>Where third party organisations provide these services the following contract clause ensures that this is done so in line with the Equality Act.</p> <p>Clause27.2: The Approved Provider shall not discriminate or permit any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.</p>
<b>11. Sexual orientation equality</b>	Y	N <input checked="" type="checkbox"/>	<p>There should be a neutral impact. There is no evidence of differential impact at this time.</p>	<p>The service model will be provided in line with the Council's Sexual Orientation Equality policies. This is not recorded in the current electronic system.</p> <p>Where third party organisations provide these services the following contract clause ensures that this is done so in line with the Equality Act.</p> <p>Clause27.2: The Approved Provider shall not discriminate or permit any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.</p>
<b>12. Gender re-assignment</b>	Y	N <input checked="" type="checkbox"/>	<p>There should be a neutral impact. There is no evidence of differential impact at this time.</p>	<p>The service model will be provided in line with the Council's Gender Re-assignment Equality policies. This is not recorded in the current electronic system.</p>

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<b>13. Age equality</b>	Y	N <input checked="" type="checkbox"/>	<p>There should be a neutral impact. Individuals with sensory impairments who are younger than 18 are provided for by the Children, Young People &amp; Learning Department.</p>	<p>The Sensory Needs Service is provided by the department for individuals aged 18 and over. For individuals younger than 18 the Children, Young People &amp; Learning Department is responsible for ensuring appropriate service provision.</p> <p>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.</p> <p>The service model will be provided in line with the Council's Age Equality policies. This is not recorded in the current electronic system.</p> <p>Where third party organisations provide these services the following contract clause ensures that this is done so in line with the Equality Act.</p> <p>Clause27.2: The Approved Provider shall not discriminate or permit any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.</p>
<b>14. Religion and belief equality</b>	Y	N <input checked="" type="checkbox"/>	<p>There should be a neutral impact. There is no evidence of differential impact at this time.</p>	<p>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.</p> <p>The service model will be provided in line with the Council's Religion and Belief Equality policies. As elements of the service will be provided by Bracknell Forest Council staff using the Adult Social Care electronic record management system, people's religion and belief will be recorded and monitored under the same processes as any other person the department supports.</p> <p>Where third party organisations provide these services the following contract clause ensures that this is done so in line with the Equality Act.</p> <p>Clause27.2: The Approved Provider shall not discriminate or permit</p>

				any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.
<b>15. Pregnancy and maternity equality</b>	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	The service model will be provided in line with the Council's Pregnancy and Maternity Equality policies. This is not recorded in the current electronic system. Where third party organisations provide these services the following contract clause ensures that this is done so in line with the Equality Act. Clause27.2: The Approved Provider shall not discriminate or permit any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.
<b>16. Marriage and civil partnership equality</b>	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	The service model will be provided in line with the Council's Marriage and Civil Partnership Equality policies. This is not recorded in the current electronic system. Where third party organisations provide these services the following contract clause ensures that this is done so in line with the Equality Act. Clause27.2: The Approved Provider shall not discriminate or permit any employee or agent of the Approved Provider to discriminate in any way against any person on the basis of race gender disability age religion belief or sexual orientation or in any other way prohibited by law and shall comply at all times at its own expense with any requirements made by the Council to be observed by contractors in its policies to promote equality and diversity.
<b>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.</b>	Carers represented 5% of consultation respondents and had their concerns included within the options paper. Carers will be able to continue accessing support they are eligible for through the Council but with the benefit of the person they care for also being supported by the Council.			
<b>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?</b>	The impact on age equality is justified as other departments are responsible for the provision of sensory impairment services to individuals under the age of 18.			
<b>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</b>	The sensory needs service supports individuals with sensory impairments so there is a disproportionate, positive impact for disability equality.			

the difference in terms of its nature and the number of people likely to be affected?			
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>	Y	N <input checked="" type="checkbox"/>	Please explain for each equality group
<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	Equality monitoring will now be to the same standards as monitoring for any other demographic supported by the Adult Social Care department.		
<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	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.
<b>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?</b> Please complete the action plan in full, adding more rows as needed.			
<b>Action</b>	<b>Timescale</b>	<b>Person</b>	<b>Milestone/Success Criteria</b>
<b>24. Which service, business or work plan will these actions be included in?</b>	Adult Social Care, Health & Housing Service Plan.		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>			
<b>26. Chief Officers signature.</b>	Signature:  Date: 11/03/2103		