

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Crisis Support (Local Welfare Provision)	
Directorate: Assistant Chief Executive	Service area: PII
Lead person: Steve Eling	Contact number: 54419
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The current arrangements for delivering Crisis Support; Crisis Loans; Crisis Food and support for the Food in Crisis Partnership expire at the end of March 2013.</p> <p>The proposals seek to provide Crisis Support for three years 2020/21 to 2022/23 through Local VCS organisation using a co-design model under the terms of the Rotherham Compact.</p> <p>The level of resource available for the service is maintained at the current level.</p>

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Yes. Crisis support by its very nature supports the most vulnerable people in society, many of whom will also have protected characteristics. S. 1 of the Equalities Act 2010 (c. 15) places a "Public sector duty regarding socio-economic inequalities" stating in sub-section (1) "An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage."

- **Key findings**

Maintaining the current level of resource for crisis provision will ensure there no adverse equalities implications. Additionally, the recent addition of the Unity Centre to those providing food in a diverse community, supplied through the Council crisis support further assists addressing inequalities. The proposals in the report will help to enhance the service and ensure that all equalities issues relating to the provision are assessed. The measures do not pose a risk to achieving equality objectives, quite the reverse.

- **Actions**

The co-design process will enable an "equalities check" to be incorporated for continuing and enhancing the service provision available, with an impact assessment produced on the model of provision agreed.

The scope of analysis will form part of the early stages of the co-design process. The analysis will be completed as an integral part of signing of the co-design and completing service level agreements.

Date to scope and plan your Equality Analysis:	By end of December 2019.
Date to complete your Equality Analysis:	By end of February 2020.
Lead person for your Equality Analysis (Include name and job title):	Steve Eling Policy and Partnership Officer

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Jackie Mould	Head of Performance, Intelligence and Improvement	23 September 2019

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	20 th September 2019
Report title and date	Crisis Support (Local Welfare Provision)
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet 21st October 2019
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	20 th September 2019