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: COVID Winter Grant	
Directorate: **ACX**	**Service area:** **PPI**
Lead person: **Steve Eling**	**Contact number:** **54419**
Is this a: ☐ **Strategy / Policy** ☐ **Service / Function** ☒ **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
This is a screening of the use of grant provided by DWP for Winter Support, especially for families with children.

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? *(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)*		x
Could the proposal affect service users? *(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)*	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*	x	
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*		x
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*		x

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

The use of the grant is to benefit service users and families and is expected to have a positive impact through prioritisation of vulnerable families including those impacted by inequalities.

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?**

The use of the grant targets vulnerable families. It also aligns with crisis support provision and other COVID related support provision. It provides for Vouchers in lieu of free school meals through school holidays over Christmas / New Year and February 2021. It also extends support for school uniforms and families struggling with debt and utility bills. It also works with VCS organisations to support vulnerable families over Christmas / New Year. From a specific protected characteristic perspective, this has a beneficial impact on the "children" age group.

- **Key findings**

Owning to the short timescale available between the award of the grant to the Council and the time for making decisions for allocation, the usual assessments have not been possible. This includes producing a Part B Equality Analysis. However, data held by shows that interventions to tackle disadvantage has a positive impact on equalities.

- **Actions**

Equalities data will be collected as part of monitoring of the use of the grant. Where the grant is being awarded to VCS organisations, the terms of the standard VCS SLA apply in relation to equalities.

Date to scope and plan your Equality Analysis:	30th November 2020
Date to complete your Equality Analysis:	30th November 2020
Lead person for your Equality Analysis (Include name and job title):	Steve Eling Policy and Equalities Manager ACX Department

5. Governance, ownership and approval

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

Name	Job title	Date
Steve Eling	Policy and Equalities Manager ACX Department	30th November 2020

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	30th November 2020
Report title and date	COVID Winter Grant
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	OSMB – 2nd December 2020 Cabinet – 6th December 2020
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	30th November 2020