

# Equality Impact Assessment (EQIA) Screening Form – V2 Template – November 2024

A successful EQIA screening will look at 5 key areas:

**1. Identify the Policy, Project, Service Reform or Budget Option to be assessed.**

A clear definition of what is being screened and its aims.

**2. Gathering Evidence and Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups).

**3. Assessment and Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level.

**4. Outcomes, Action and Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.

**5. Monitoring, Evaluation and Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

## Section 1: Identify the Policy, Project, Service Reform or Budget Option

<b>Name of the Policy, Project, Service Reform or Budget Option to be screened</b>	Environmental Projects - Volunteering
<b>Reason for change in Policy or Policy Development</b>	Update in template
<b>List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option</b>	Working with the Fenland communities to increase participation in environmental activism, people of all ages and abilities will be encouraged to take part in the project. Volunteers will be recruited and trained to increase capacity for change throughout Fenland, they will be running events, going into schools and organising work parties, to effect positive change.

<b>Name of officer completing assessment (signed and date)</b>	Isabel Edgington January 2025
<b>Assessment verified by (signed and date)</b>	Annabel Tighe January 2025

**If applicable, please provide further details about the name and description of policy being analysed**  
The Council has a 'Getting it sorted' plan, environment plan and overarching business plan, within which supporting volunteering is identified as the preferred approach to instigating environmental behavioural change.

## Section 2: Gathering Evidence and Stakeholder Engagement

The best approach to find out if a policy, etc. is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

**Reminder** – protected characteristics include age, disability, race and/or ethnicity, religion or belief (including lack of belief), gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

<b>Name any research, data, consultation or studies referred to for this assessment</b>	<b>State if this reference refers to one or more of the protected characteristics</b>	<b>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</b>
Monthly collaborative meetings are held with the Street Pride and wider environmental groups.	N/A	N/A

An annual celebration event is held to celebrate volunteers and to develop future priority work areas.		
--	--	--

**If applicable, please provide further Information about stakeholder engagement or detail used for customer analysis**  
*Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible*

Volunteer contact information is stored according the GDPR requirements. This includes some information regarding disability to enable the service to be as accessible as is practicable to all.

### Section 3: Assessment and Differential Impacts

Use the table below to provide some narrative where you think the Policy, Project, Service Reform or Budget Option has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Please note that:

- a Positive Impact could benefit an equality group and a negative impact could disadvantage an equality group
- for reasons of brevity race is not an exhaustive list – please edit the list if appropriate to reflect the complexity of other racial identities
- a definition of disability under the Equality Act 2010 is available on the [gov.uk website](http://gov.uk)
- there are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Sex or Gender	Women		X		
	Men		X		
	Transgender		X		

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
<b>Race</b>	<b>White</b>		X		
	<b>Mixed or Multiple Ethnic Groups</b>		X		
	<b>Asian</b>		X		
	<b>African</b>		X		
	<b>Caribbean or Black</b>		X		
	<b>Other Ethnic Group</b>		X		
<b>Disability</b>	<b>Physical disability</b>			X	<b>Open air work parties uneven terrain</b>
	<b>Sensory Impairment (e.g. sight, hearing)</b>			X	<b>Open air Work parties unfamiliar loud surroundings. Written materials</b>
	<b>Mental health</b>	X			<b>Reduces social isolation, opportunities to participate</b>
	<b>Learning disability</b>		X		
<b>LGBT</b>	<b>Lesbians</b>		X		
	<b>Gay Men</b>		X		
	<b>Bisexual</b>		X		
<b>Age</b>	<b>Older people (60+)</b>	X			<b>Reduces social isolation, opportunities to participate</b>
	<b>Younger people (18-25)</b>	X			<b>Opportunities for skills development</b>
	<b>Children (0-16)</b>	X			<b>Free children's activities</b>

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
<b>Marriage and Civil Partnership</b>	<b>Women</b>		X		
	<b>Men</b>		X		
	<b>Lesbians</b>		X		
<b>Pregnancy and Maternity</b>	<b>Women</b>			X	<b>Right to live safely. Additional risk assessments required for participation</b>
<b>Religion and belief</b>	<b>See below</b>		X		

Summary of Protected Characteristics most impacted	<ul style="list-style-type: none"> <li>• Work parties are held in public open spaces and in town centres making them accessible to all members of the public, regardless of age, sex, beliefs, marital status or sexual orientation.</li> <li>• Volunteering creates an opportunity for community cohesion, as people of different races, faiths and beliefs are invited to work towards a shared goal.</li> <li>• Practicable changes are made to ensure work parties and meetings are accessible to all.</li> <li>• Risk assessments of duties undertaken for pregnant volunteers.</li> <li>• Toilet facilities are provided for all users. Toilets are single cubicles allowing privacy and choice to use male/ female/disabled toilets. Radar locks for disabled users allowing those that qualify have access.</li> <li>• Volunteer group compliance to equality act is highlighted in volunteer guidance.</li> </ul>
Summary of Socio-Economic impacts	<ul style="list-style-type: none"> <li>• Membership free of charge</li> <li>• Work parties free to attend</li> <li>• Equipment available to loan</li> <li>• Parking is free of charge where possible</li> <li>• Free skills development for employment</li> </ul>
Summary of Human Rights impacts	<ul style="list-style-type: none"> <li>• Officers comply to the health and safety at work act, which includes volunteers.</li> </ul>

Summary Explanation of the scoring against the protected characteristics	The projects undertaken by groups require some physical challenges and an awareness of risk which requires a certain age of participant.

## Section 4: Outcomes, Actions and Public Reporting

Screening Outcome	Yes, No or not at this stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	No

**If applicable, please state the overall outcome of the assessment, impacts and customer analysis**

**Visual imagery**  
To be used in marketing to appeal to those who may not speak English or can read very well. Advertising in local free magazines that are delivered to everyone.

**Facebook** means of communication with translation facility built into it.

**Language line** for non-English speaking participants wishing to discuss the event in person.

**Designated disabled parking** to be provided where practicable.

A **lost child procedure** is in place along with **safeguarding procedure**.

Continue to check officers are **maintaining risk assessments and standards** for the protection of visitors rights to live and work safely.

## Section 5: Monitoring outcomes, evaluation and review

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Service responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

Arrangements for Monitoring	Review at service planning and as projects change.
Timing of the current review	2025
Next scheduled review	2026

**If applicable, please provide details of the arrangements for future monitoring:**

*Note when analysis will be reviewed; include any equality indicators and performance against those indicators*

Customer feedback is gathered during work parties.  
Feedback via the 3C's process.  
All correspondents, data retention and feedback are in line with the GDPR policy.  
Each committee have an AGM.  
Annual celebration / networking event.

**If applicable, please provide details of any supporting data/ research linked to monitoring arrangements (both FDC & Partners):**

## Legislation

### Equality Act (2010) – the Equality Act 2010 (Specific Duties)

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of race, sex, being a transsexual person (transsexuality is where someone is changed, is changing or has proposed changing their sex – called 'gender reassignment' in law), sexual orientation (whether being lesbian, gay, bisexual or heterosexual), disability (or because of something connected with their disability), religion or belief, having just had a baby or being pregnant, being married or in a civil partnership and age.