

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

Name of the Policy, Project, Service Reform or Budget Option to be screened	Healthy You
Reason for change in Policy or Policy Development	No change- this is a review
List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option	A county wide project delivered in Fenland by Active Fenland. Funded by Public Health, Cambridgeshire County Council.

	<p>The aim is to provide opportunities to enable inactive and/or fairly active individuals to become more active. Supporting individuals towards a healthier lifestyle by providing sessions, events and supporting activities already set up and signposting to other local groups or national campaigns.</p> <p>The customer is the general public in Fenland.</p> <p>Other funding is also gathered for certain sessions and are subject to their own reporting, KPI's and target groups.</p> <p>Stakeholders include: Local authority District Councils in Cambridgeshire, Living Sport Active Sports Partnership & Public Health Cambridgeshire County Council as funder.</p>
Name of officer completing assessment (signed and date)	Active Fenland Co-ordinator - Heidi Lemmon
Assessment verified by (signed and date)	Active Fenland Manager

If applicable, please provide further details about the name and description of policy being analysed
Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required

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.

Name any research, data, consultation or studies referred to for this assessment	State if this reference refers to one or more of the protected characteristics	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.
Initial bid data (not by Active Fenland)	Unknown	
Active Lives Survey – Sport England Active Lives Sport England This data shows physical activity levels	Sex / Gender Disability Sexual Orientation Age Race Socio-economic groups	
Census Data – Cambridgeshire Insight Cambridgeshire & Peterborough Insight – Welcome to Cambridgeshire & Peterborough Insight (cambridgeshireinsight.org.uk)	Age Sex / Gender	
IMD Deprivation Deciles Data – Cambridgeshire Insight Cambridgeshire & Peterborough Insight – Welcome to Cambridgeshire &	Age Disability Socio-Economic groups	

Peterborough Insight (cambridgeshireinsight.org.uk)		
Physical Activity Report – UK Chief Medical Officer Published 2019 Physical activity guidelines: UK Chief Medical Officers' report - GOV.UK (www.gov.uk)	Age Disability Pregnancy & maternity	
Public Health – Health data Public health profiles - OHID (phe.org.uk)	Age Disability Sex / Gender Race Socio-economic group	

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

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	Sessions available for all	X		
	Men	Sessions available for all	X		
	Transgender	Sessions available for all	X		
Race	White	Sessions available for all	X	Reporting forms and marketing are in English only for majority of sessions, where English is not a first language.	
	Mixed or Multiple Ethnic Groups	Sessions available for all	X		
	Asian	Sessions available for all	X		
	African	Sessions available for all	X	However, this does not restrict an individual taking part.	
	Caribbean or Black	Sessions available for all	X		
	Other Ethnic Group	Sessions available for all	X		
Disability	Physical disability	All sessions are inclusive where possible.	X	Not all sessions are suitable to all disabilities and/or long term conditions.	
	Sensory Impairment (e.g. sight, hearing)		X		
	Mental health	Some sessions are more actively inclusive. Co-ordinators can signpost to these and/or other activities locally that may be suitable for individual needs.	X		
	Learning disability		X		This is due to several factors including access at venues, lack of facilities, funding for adaptability if required, and/or the nature of the activity itself which can be detrimental to the disability or condition.
	Other national campaigns or resources can also be				

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
		<p>signposted to for individual needs.</p> <p>Co-ordinators work with other local charities or services to promote inclusive sessions, and develop new/existing sessions to be more inclusive.</p> <p>Activity can be beneficial to mental health.</p>		Where feasible, changes can be made to sessions to increase access for individuals	
LGBT	Lesbians		X		
	Gay Men		X		
	Bisexual		X		
Age	Older people (60+)	<p>Sessions are currently targeted at a spectrum of age groups: older adults, adults, and youth. This is dependent on funding, workforce, and availability. Other sessions and local groups can be signposted to as alternatives when required.</p> <p>Some sessions are marketed to an age group, for example older adults. These sessions aim to provide a social space for this age range and to show that the activity is suitable. Other sessions with age</p>	X		
	Younger people (18-25)		X		
	Children (0-16)		X		

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
		restrictions are because of health and safety or safeguarding purposes.			
Marriage and Civil Partnership	Women		X		
	Men		X		
	Lesbians		X		
Pregnancy and Maternity	Women		X	Due to that nature of activity some sessions are not suitable for pregnancy and maternity for health and safety reasons. Individuals, if approved by a health professional, can join in some sessions. Although co-ordinators can signpost to other wider partners for services.	
Religion and belief	See below		X		

Summary of Protected Characteristics most impacted	<p>Sessions & events are available for a wide range of the characteristics. Those that could have negative impacts are due to physical activity safety where activity could have a detrimental effect on the individual.</p> <p>The sessions & events are determined on what funding & provision is available. Some funding is specifically targeted at target groups, for example older adult activity.</p> <p>Negative impact for marketing & M&E forms as these are only available in English. Some marketing is translated into other languages, however this is costly and not feasible for all. Forms for monitoring & evaluation are in English but are not mandatory & would not effect an individual attending.</p>
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<p>Summary of Socio-Economic impacts</p>	<p>Some sessions are targeted to low socio-economic groups by geographical location and by sessions being free or low cost. This is due to the Active Lives data stating that people from these demographics are more likely to be inactive.</p> <p>However, any customers from all areas would be able to participate in sessions. We also signpost to activities that are not provided by the Healthy You programme.</p>
<p>Summary of Human Rights impacts</p>	
<p>Summary Explanation of the scoring against the protected characteristics</p>	<p>All scoring is neutral. Although some sessions & events are more targeted towards specific characteristics than other.</p>

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

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	
Timing of the current review	
Next scheduled review	

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

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.