

# 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>	ICS – Level 4 health pathways Project
<b>Reason for change in Policy or Policy Development</b>	No change- this is the initial review
<b>List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option</b>	<b>A project delivered in Fenland by Active Fenland. Funded by Cambridgeshire &amp; Peterborough ICS</b> <b>The aim is to provide opportunities to enable Level 4 pathway activities in the community. Supporting individuals towards a healthier lifestyle &amp; engaging prevention.</b>

	<p>The customer is the general public in Fenland.</p> <p>Stakeholders include: Integrated Neighbourhood teams (north &amp; south Fenland), PCNs.</p>
<b>Name of officer completing assessment (signed and date)</b>	Active Fenland Co-ordinator - Heidi Lemmon
<b>Assessment verified by (signed and date)</b>	Active Fenland Manager

<p><b>If applicable, please provide further details about the name and description of policy being analysed</b>  <i>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</i></p> <p>Project to end in March 2025</p>
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## 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.
<p>Active Lives Survey – Sport England</p> <p><a href="#">Active Lives   Sport England</a></p> <p>This data shows physical activity levels</p>	<p>Sex / Gender Disability Sexual Orientation Age Race</p> <p>Socio-economic groups</p>	
<p>Census Data – Cambridgeshire Insight</p> <p><a href="#">Cambridgeshire &amp; Peterborough Insight – Welcome to Cambridgeshire &amp; Peterborough Insight (cambridgeshireinsight.org.uk)</a></p>	<p>Age Sex / Gender</p>	
<p>IMD Deprivation Deciles Data – Cambridgeshire Insight</p> <p><a href="#">Cambridgeshire &amp; Peterborough Insight – Welcome to Cambridgeshire &amp; Peterborough Insight (cambridgeshireinsight.org.uk)</a></p>	<p>Age Disability</p> <p>Socio-Economic groups</p>	
<p>Physical Activity Report – UK Chief Medical Officer Published 2019</p>	<p>Age Disability Pregnancy &amp; maternity</p>	

<a href="#">Physical activity guidelines: UK Chief Medical Officers' report - GOV.UK (www.gov.uk)</a>		
Public Health – Health data <a href="#">Public health profiles - OHID (phe.org.uk)</a>	Age Disability Sex / Gender Race  Socio-economic group	
Marmot research/data		

**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*

An initial funding bid was outlined using ICS criteria

### 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		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.	
	Learning disability		X			
	Other national campaigns or resources can also be signposted to for individual needs.		Where feasible, changes can be made to sessions to increase access for individuals			
	Co-ordinators work with other local charities or services to promote inclusive sessions, and					

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
		develop new/existing sessions to be more inclusive.			
LGBT	Lesbians		X		
	Gay Men		X		
	Bisexual		X		
Age	Older people (60+)	<p>Sessions are/have been targeted to adults &amp; older adults due to the nature of the funding &amp; health pathways.</p> <p>This is dependent on funding, workforce, and availability. Other sessions and local groups can be signposted to as alternatives when required.</p> <p>Other sessions with age restrictions are because of health and safety or safeguarding purposes.</p>	X	Some sessions are referral only & so some individuals are not able to be referred. However there are other activities on offer via other Active Fenland projects. This is determined by the funding criteria.	
	Younger people (18-25)			<b>X</b> This project is for adults only. However other Active Fenland sessions are available for this age group. This is determined by the funding criteria.	
	Children (0-16)				
Marriage and Civil Partnership	Women		X		

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
	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 &amp; events are available for majority 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. Or where funding criteria outlines provision eg.referral only.</p> <p>The sessions &amp; events are determined on what funding bid outlined &amp; what provision is available locally. Some funding is specifically targeted at target groups.</p> <p>Negative impact for marketing &amp; M&amp;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 &amp; evaluation are in English but are not mandatory &amp; would not effect an individual attending.</p> <p>Negative impact for young/children provision, due to funding criteria. However there are alternatives as part of wider Active Fenland provision.</p>
Summary of Socio-Economic impacts	<p>Sessions &amp; events 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, and health outcomes are often lower in areas of deprivation.</p>

	However, any customers from all areas would be able to participate in sessions. We also signpost to activities that are not provided by Active Fenland too.
Summary of Human Rights impacts	
Summary Explanation of the scoring against the protected characteristics	All scoring is neutral except provision for youth (see boxes above).



## 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

<p><b>If applicable, please state the overall outcome of the assessment, impacts and customer analysis</b></p> <p>Positive &amp; neutral.</p>
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## 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	<b>Project finishes in 4 months time. No further reviews required.</b>
Timing of the current review	November 2024
Next scheduled review	N/A project finishes in 4 months.

<b>If applicable, please provide details of the arrangements for future monitoring:</b>
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*Note when analysis will be reviewed; include any equality indicators and performance against those indicators*

This project is due to finish at the end of March 2025. Therefore no further analysis is required.

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

Reporting will be collated for the funders & shared with them as per the project objectives.

## 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.