


Initial Equalities Screening Record Form

Date of Screening:	Directorate: People	Section: Early Help and Communities													
1. Activity to be assessed	Local Welfare Scheme April 2024														
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change														
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing														
4. Officer responsible for the screening	Yvonne Slater														
5. Who are the members of the screening team?	Yvonne Slater, Sharon Warner														
6. What is the purpose of the activity?	<p>Bracknell Forest Council have allocated funding for the financial year, to support vulnerable residents. It must be used to provide one-off payments in emergencies and help with costs associated with of food, energy (heating, cooking, lighting) and other essentials. The phase of funding must be used between 01 April 2024 and 31 March 2025.</p> <p>The Financial Inclusion Team are responsible for how the funding is distributed and have been given significant discretion for setting up the support and determining eligibility.</p>														
7. Who is the activity designed to benefit/target?	To Support residents facing unexpected costs/ and or need emergency help.														
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data												
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	This support will have a positive impact to this characteristic group.	<p>The financial hardship needs analysis identified that households with disabilities are at far higher risk of poverty than non-disabled households particularly in the working age where poverty rates are double for those that are disabled.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <tr> <td>Poverty Rates</td> <td>Child</td> <td>Working age</td> <td>Pension age</td> </tr> <tr> <td>Disabled</td> <td>32%</td> <td>38%</td> <td>24%</td> </tr> <tr> <td>Not Disabled</td> <td>30%</td> <td>17%</td> <td>17%</td> </tr> </table>	Poverty Rates	Child	Working age	Pension age	Disabled	32%	38%	24%	Not Disabled	30%	17%	17%
Poverty Rates	Child	Working age	Pension age												
Disabled	32%	38%	24%												
Not Disabled	30%	17%	17%												

				Disabled residents in receipt of low income will be considered eligible for the application-based support linked to the benefits they receive.								
9. Racial equality	Y		This support will have a positive impact to this characteristic group.	<p>The financial hardship needs analysis identified that residents from ethnic minority groups are at higher risk of experiencing poverty compared to white individuals. The poverty rate for ethnic minority groups is 38% compared with white individuals at 19%. Specific groups are more affected, for example poverty rates are over 50% in Pakistani and Bangladeshi households.</p> <p>Residents from ethnic minority groups in receipt of low income may be considered eligible linked to the benefits they receive or the wider vulnerability to financial hardship.</p>								
10. Gender equality		N	Neutral	There is no anticipated direct impact to this characteristic.								
11. Sexual orientation equality		N	Neutral	There is no anticipated direct impact to this characteristic.								
12. Gender re-assignment		N	Neutral	There is no anticipated direct impact to this characteristic.								
13. Age equality	Y		This support will have a positive impact to this characteristic group.	<p>The Joseph Rowntree Foundation published statistics on poverty rates across age groups. Poverty rates are highest in families with children aged 0-4 and lowest in pensioners.</p> <table border="1"> <thead> <tr> <th></th> <th>Child</th> <th>Working age</th> <th>Pension age</th> </tr> </thead> <tbody> <tr> <td>Poverty Rates</td> <td>31%</td> <td>20%</td> <td>18%</td> </tr> </tbody> </table> <p>Aspects of the distribution of the funding will directly support families with children where poverty rates are highest.</p> <p>It is also recognised that pension age households can experience greater levels of poverty.</p>		Child	Working age	Pension age	Poverty Rates	31%	20%	18%
	Child	Working age	Pension age									
Poverty Rates	31%	20%	18%									

14. Religion and belief equality		N	Neutral	There is no anticipated impact to this characteristic.
15. Pregnancy and maternity equality		N	Neutral	There is no anticipated impact to this characteristic.
16. Marriage and civil partnership equality		N	Neutral	There is no anticipated impact to this characteristic.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	There is no anticipated impact to this characteristic.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	No adverse or negative impacts have been identified.			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	The scheme is likely to positively impact hundreds of households across the borough who are in financial hardship			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		No		
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	The Financial Inclusion Team will monitor how the funding is allocated and spent.			
22. On the basis of sections 7 – 17 above is a full impact assessment required?		No	A full impact assessment is not required as it has been evidenced above that there are no negative impacts to particular groups within the community.	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.				
Action	Timescale	Person Responsible	Milestone/Success Criteria	

Promotion of the application route through the community engagement team and wider networks to increase awareness amongst seldom heard communities to apply if relevant.	Apr 24 – Mar 25	Yvonne Slater	
Continue to review the uptake of targeted support and application base routes, to adapt processes as needed.	Apr 24 – Mar 25	Sharon Warner	Review application demographics/uptake quarterly.
24. Which service, business or work plan will these actions be included in?	Early Help and Communities		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Considered previous distribution of funding and other recent government funding. Local needs analysis information to identify a range of cohorts.		
26. Assistant Director/Director signature.	 <p data-bbox="1464 762 1774 820">Signature: Audrey Johnson Date: 22 March 2024</p>		