

Equalities Screening Record Form

Date of Screening:	Directorate: Environment, Culture and Communities	Section: Environment and Public Protection Division
1. Activity to be assessed	Please give full details of the activity and summarise the budget reduction proposal. The activities cover Environmental Health, Trading Standards, Licensing and Environmental Services and Highways.	
2. What is the activity?	Policy/strategy	
3. Is it a new or existing activity?	Existing	
4. Officer responsible for the screening	Jane Eaton, Chief Officer: Performance and Resources	
5. Who are the members of the EIA team?	David Steeds, Head of Environmental Health Rob Sexton, Head of Trading Standards and Licensing Abby Thomas, Head of Communities Engagement and Equalities Gail Siddall, Team Manager :Environmental Protection John Nash, Principal Trading Standards Manager Laura Driscoll, Licensing Team Manager	
6. What is the purpose of the activity?	The purpose of the activity is to set a framework for enforcement action in the Environment and Public Protection Division. The settings for regulatory activities are the home, workplace and the environment.	
7. Who is the activity designed to benefit/target?	The activity is designed to ensure that enforcement activity is applied fairly, proportionately and consistently to any one who lives either in or outside the Borough.	
8a. Racial equality - 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.	Y	In general terms we know the population of Bracknell Forest is 91.0% white and the remainder is comprised of black and ethnic minority communities (BME). Knowledge of the racial make of the population that is covered by the division's enforcement policy is mixed. There is a risk of an adverse impact but, because some of the activities outlined below are high risk in nature, the Council is justified to intervene at a greater frequency. In some areas of the division's work there is no information about the racial make up and therefore an assessment cannot be made.
8b. What evidence do you have to support this? e.g. equality monitoring data, consultation results, customer satisfaction information etc.	Please explain a) The Borough has over 1000 registered food businesses and food safety/standards inspections are automatically generated via a computerised system .There is information about who from ethnic minorities are running food businesses and therefore we know the numbers of restaurants and takeaways run by ethnic minority groups. There is a risk that these premises will be subject to more enforcement action because high risk food is handled and therefore will be inspected at a greater frequency. The outcome should be positive in that public health is protected. With this knowledge we are able to plan for aids to communication in a range of languages, leaflets or training courses.	

	<p>b) There is evidence to suggest that the greatest proportion of people from the BME community work in many of the Borough's food premises, although this is not information that is specifically collected by Regulatory Services. The information and advice in many languages recognises this, assists compliance and hence reduces the need for enforcement</p> <p>c) Approximately 42% of Environmental Health section's work is associated with nuisance investigation, antisocial behaviour. We can break down each complaint by type but we do not have information to determine if the enforcement policy impacts on one group more than another. The division enforces housing standards in private sector housing and can provide a breakdown of the Borough's housing in terms of tenure but we do not collect relevant information to determine if enforcement impacts more on certain groups, and we have no intelligence that it does.</p>		
<p>9a. Gender equality – 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.</p>	<table border="1"> <tr> <td data-bbox="958 566 1019 906" style="text-align: center;">N</td> <td data-bbox="1019 566 2132 906"> <p>There is information breaking down the general population by gender in the Borough. In terms of employment nationally women make up 42% of the employed population. There is potential for the policy to impact one gender over another because some industries are characterised by the employment of one gender. The overall impact is positive in that the legislation is designed to protect consumers and the environment across a range of settings to maintain minimum standards required by law. There is no information available to determine if the policy impacts negatively on one gender group greater than another across the division's regulatory entire regulatory responsibilities. Set out below are some examples to support the statement on gender equality.</p> </td> </tr> </table>	N	<p>There is information breaking down the general population by gender in the Borough. In terms of employment nationally women make up 42% of the employed population. There is potential for the policy to impact one gender over another because some industries are characterised by the employment of one gender. The overall impact is positive in that the legislation is designed to protect consumers and the environment across a range of settings to maintain minimum standards required by law. There is no information available to determine if the policy impacts negatively on one gender group greater than another across the division's regulatory entire regulatory responsibilities. Set out below are some examples to support the statement on gender equality.</p>
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<p>9b. What evidence do you have to support this?</p>	<p>Please explain</p> <p>a) The Borough has approximately 1,500 businesses where the Council is the enforcement authority for health and safety and each business can be broken down by type. Some industries are dominated by one gender and therefore there will be impact. The catering and hairdressing/ beauty are industries where a greater numbers of women are employed but there is no data locally available that shows the actual gender breakdown in the Borough's businesses. The examples cited are high risk businesses in that there is data showing risk of injury through slips, trips, falls and hazards is greater in these industries and therefore these premises will be subject to increased frequency of inspections but the impact is positive for the community as a whole.</p> <p>b) As stated in 8b approximately 42% of environmental health section's work is associated with nuisance investigation and antisocial behaviour. We can break down each complaint by type but we do not have information to determine if the policy impacts on one gender group greater than another and therefore we can not assess the impact. The division enforces housing standards in private sector housing and as indicated earlier we can provide a breakdown of the Borough's housing in terms of tenure but there is no information</p>		

		collected or intelligence available that indicates enforcement impacts on gender greater than another.
<p>10a. Disability equality - 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.</p>	N	The policy does not target specific groups and is universal but there is a need to make provision for access to Council services for owners of businesses and employers, for example those who are deaf/hard of hearing, partially sighted/blind and the Dyslexia disabled. Much of that is provided by Council Services to aid access. On the main enforcement for such groups in their consumer role would be positive as they would be protected by those enforcement actions
<p>10b. What evidence do you have to support this?</p>		<p>Please explain There are approximately 10 million disabled people in the UK who are covered by the Disability and Discrimination Act which represents around 18% of the population. 2% of the workforce becomes disabled each year. There is no data on groups with disability with whom we come into contact either in a residential or commercial setting during the general enforcement process and therefore we cannot assess the impact. In the commercial sector of Environmental Health and Trading Standards it likely that occasional contact will be made with workers who are disabled but a specific population cannot be identified in any one business sector to assess if there is a potential for a negative or positive impact. In general experience has shown that contact with such groups is exceptional during enforcement.</p>
<p>11a. Age equality - 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.</p>	Y	<p>Please explain considering the impact on children, young people, middle aged and older people The population of Bracknell Forest can be broken down by age but the policy is universal and does not target groups on grounds of age. If cases do involve a youth, a person defined as being under the age of 18, then legal considerations apply to protect the interests of the youth. For elderly persons additional protections are provided by the Crown Prosecutors code which is enshrined within the Policy. In general knowledge of the age groups covered by the Enforcement Policy is not available, but there are no grounds to believe that there is any negative impact. There is a specific population with whom we are required to work; an example is given in 11b, the outcome of which is assessed to be positive.</p>
<p>11b. What evidence do you have to support this?</p>		<p>Please explain The Borough has 43 residency/nursing homes that provide care for the elderly. The activities are considered high risk in terms of food and are given extra weighting to increase the frequency of visits. The outcome is positive in that a vulnerable population is protected from the risk of illness caused by food poisoning. In addition the elderly are often targeted in their homes by rogue traders and our enforcement policy recognises the importance of dealing with these offenders.</p>

<p>12a. Religion and belief equality - 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.</p>		N	<p>The policy is universal and does not target groups on grounds of religion and belief but there are potential risks. In general terms we know the population of Bracknell Forest is 77.8% Christian and there are a range of other religions. Knowledge of the religious make up of the population that is likely to be covered by the division's enforcement policy is mixed and there is therefore potential for an adverse or positive impact.</p>
<p>12b. What evidence do you have to support this?</p>	<p>Please explain There is no specific data but experience shows a number of the Boroughs food establishments are run by BME groups who are non Christian. However because the activities particularly in food establishments are generally of a high risk nature there is justification for frequent intervention to protect public health. When checking compliance with current food safety laws officers need to have knowledge of the significance of ethnic minority food, its origins and where it is from and religious days. This knowledge and skills are applied to all areas of work to avoid any possible negative impact.</p>		
<p>13a. Sexual orientation equality - 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.</p>		N	<p>The policy does not target groups on grounds of sexual orientation.</p>
<p>13b. What evidence do you have to support this?</p>	<p>Please explain We have no data on the impact of the policy in terms of sexual orientation .The policy intends that the general principles of enforcement are applied appropriately in each case.</p>		
<p>14. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders) and on promoting good community relations.</p>	<p>We have no data to support this statement but the policy is universal and is not intended to differentiate between other groups and those equality groups listed. The policy intends that the general principles of enforcement are applied appropriately in each case. Bracknell's health profile at a glance suggests the health of people in Bracknell is generally similar to the England average. Deprivation levels are low and life expectancy is high. There is data to show health inequalities in the Borough's most deprived areas but there is no information to assess if the policy impacts either positively or adversely on a particular population.</p>		
<p>15. 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?</p>	<p>Please explain There is potential for a negative impact in that specific populations with whom we are required to regulate may be dominated by one group over another but there is a shortfall of information to assess if the impact exists. In general terms Environmental Health, Environmental Services, Trading Standards and Licensing laws are designed to protect the consumer, good businesses and the environment. Fair and effective enforcement is essential to protect the health and safety and economic interests of the public, business and environment. Decisions about enforcement action and in particular to prosecute have serious implications for all involved.</p>		

	<p>Regulatory services apply this policy to ensure that:</p> <ul style="list-style-type: none"> • Decisions about enforcement action are fair ,proportionate and consistent • Officers apply current Government guidance and relevant Codes of Practice • Everyone understands the principles that are applied when enforcement action is considered. 	
<p>16. 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?</p>	<p>Please explain There is no evidence in the form of collected data or circumstantial evidence to support the position that particular groups are adversely impacted more than another group but the potential exists for there to be an impact on a number of equality groups during the enforcement process.</p>	
<p>17. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</p>	<p>N</p>	<p>Please explain for each equality group There is no data to support the potential for unlawful discrimination for equality groups 9 -13.</p>
<p>18. What further information or data is required to better understand the impact? Where and how can that information be obtained?</p>	<p>To answer the questions posed in the equalities impact assessment there has been reliance on inference to draw conclusions in relation to the equality groups and the impact. There is a shortage of data to be able to assess how the policy impacts upon these groups although the limited data and actions put in place to reduce the likelihood of negative impact indicate that as groups who are subject to enforcement there is no negative impact and as consumers who seek to benefit from enforcement there is a positive impact. To inform our decision making in relation to areas covered by the enforcement policy limited quality monitoring would be a positive action and put the needs of customers at the heart of our enforcement policy. Data on the racial background of a range of licence holders has already been collated and has been extended to other equality areas.</p>	
<p>19. On the basis of sections 7 – 17 above is a full impact assessment required?</p>	<p>N</p>	<p>Please explain your decision. If you are not proceeding to a full equality impact assessment make sure you have the evidence to justify this decision should you be challenged. The initial assessment has shown that there are equalities groups within the area that we work, although the exact numbers and extent are not known but will change on a regular basis. Interventions through a range of enforcement actions are required to protect the health and safety of the population as a whole including those from the equality group's particularly vulnerable consumers which tend to include a high proportion from equalities groups. Action is already being taken to assist those in the equalities groups whom maybe subject to enforcement and further action, in the form of training of staff and the collection of equalities data will improve our knowledge of these groups and the delivery of enforcement actions to and for them.</p>
<p>20. 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,</p>		

adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Diversity Awareness Workshop	Refresher training		Increased awareness and understanding
Increase access to a range of advice and information in			Improved compliance with law
Collect data on a selected equality groups			Better data to inform decision making
21. Which service, business or work plan will these actions be included in?	The Environment and Public Protection Work plans		
22. Have any current actions to address issues for any of the groups or examples of good practice been identified as part of the screening?	Education and training activities already underway		
23. Chief Officers signature.	Signature:		Date:
24. Which PMR will this screening be reported in?	PMR Q1 2011-12		

When complete please send to abby.thomas@bracknell-forest.gov.uk for publication on the Council's website.