

Initial Equalities Screening Record Form

Date of Screening: 5 October 2020	Directorate: Delivery	Section: Democracy and Governance	
1. Activity to be assessed	Care Leavers Review		
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input checked="" 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	Louise Connelly, Governance & Scrutiny Co-ordinator		
5. Who are the members of the screening team?	Louise Connelly and Kirsty Hunt		
6. What is the purpose of the activity?	To review the experience of Care Leavers in the Borough.		
7. Who is the activity designed to benefit/target?	Care Leavers in the Borough.		
Protected Characteristics	Please tick yes or no	Is there an impact? Potentially, an impact on different Care Leavers given their age, ethnicity, etc	What evidence do you have to support this? Data from the Life Chances Team 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		Part of the review's methodology was to identify data sources / witnesses to explore the potential for impact on different care leavers. Councillors requested the Life Chances Team pull together a group of care leavers for them to speak to. One care leaver was a refugee and two were white, British. One of these was female and two were male. During the visits to accommodation for care leavers, Holly House and Rainforest Walk, Councillors spoke to a number of residents who varied in age, ethnicity and gender.
9. Racial equality	Y		As above

10. Gender equality	Y			As above
11. Sexual orientation equality	Y			As above
12. Gender re-assignment	Y			As above
13. Age equality	Y			As above
14. Religion and belief equality	Y			As above
15. Pregnancy and maternity equality	Y			As above
16. Marriage and civil partnership equality	Y			As above
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.	None identified.			
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?	N/A			
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?	All Care Leavers potentially – approx. 80 individuals.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	Recommendations in the Care Leavers Review report are aimed at increasing equality for all Care Leavers and ensuring they have as many opportunities and life chances as possible.	

21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	We considered a wide range of data from local and national sources. This was collated in an evidence pack which is available on BFC website.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	This Equality Impact Assessment has been completed retrospectively.
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
See recommendations contained in report.	March 2021	Cllr Mrs Birch	Recommendations are reviewed by the O&S Commission according to the timescales agreed and they have all been implemented and the intended impact.
24. Which service, business or work plan will these actions be included in?	Overview & Scrutiny Commission work plan		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please see recommendations contained in the report.		
26. Assistant director's signature.	Signature:		Date: