

## Initial Equalities Screening Record Form

<b>Date of Screening:</b> 3 June 2021	<b>Directorate:</b> Delivery	<b>Section:</b> Democracy and Governance	
<b>1. Activity to be assessed</b>	Overview and Scrutiny Panel for Wellbeing and Finance review of the blue badge application process		
<b>2. What is the activity?</b>	<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		
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New		
<b>4. Officer responsible for the screening</b>	Jen Lawson, Governance & Scrutiny Co-ordinator		
<b>5. Who are the members of the screening team?</b>	Cllr Malcolm Tullett, Cllr Isabel Mattick, Emma Young		
<b>6. What is the purpose of the activity?</b>	To understand whether there is a significant difference in approval rates for blue badges between Bracknell Forest and other councils and address any reasons for the imbalance, with particular focus on applications for non-visible disabilities. The review also considered any opportunities to improve the process for all applicants.		
<b>7. Who is the activity designed to benefit/target?</b>	Applicants for blue badges, particularly those with non-visible disabilities		
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b>	<b>What evidence do you have to support this?</b>
<b>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.</b>	Y   N	Positive impact identified.	<p>The recommendations are designed to increase fairness and consistency in the blue badge assessment process, particularly for applicants with non-visible disabilities. There is no upper limit on blue badges, so an increase in non-visible approvals would not lead to a decrease in visible approvals.</p> <p>The recommendations also aim to improve information and communication, which should benefit all applicants.</p>
<b>9. Racial equality</b>	Y   N	Positive impact identified.	<p>Of 5 aggregated ethnic groups (Asian, Black, Mixed, White, Other) people from the Other and Mixed ethnic groups were most likely to use NHS mental health, learning disability and autism services. This was followed by the Black ethnic group, then White and Asian<sup>1</sup>.</p> <p>The review focus on non-visible disabilities may have a more positive impact on the first two groups.</p>

<b>10. Gender equality</b>	Y	N	Positive impact identified.	With the exception of 15 and under, all age groups have a higher proportion of females than males reporting that they are disabled (24% of females, 19% of males) <sup>i</sup> . These recommendations may have a slightly greater impact on women than men.
<b>11. Sexual orientation equality</b>	Y	N	No impact identified.	The recommendations will not impact sexual orientation equality but should have an overall positive impact on all groups through improved information and communication.
<b>12. Gender re-assignment</b>	Y	N	No impact identified.	The recommendations will not impact gender re-assignment equality but should have an overall positive impact on all groups through improved information and communication.
<b>13. Age equality</b>	Y	N	Positive impact identified.	70% of people with a disability are aged 50 or over <sup>iii</sup> . Those of state pension age report higher rates of mobility impairment (68%) compared with a mental health impairment (10%) so they may not benefit as much from the review's focus on non-visible disabilities. In children, social or behavioural impairments were reported for 45% of disabled children. Learning impairment for 35% and a mental health impairment was reported for 31%. Working age adults reported roughly similar rates of mental health impairment (42%) and mobility impairment (41%) <sup>ii</sup> .  This suggests that children may benefit most from the recommendations, but all ages should experience a positive impact through improved information and communication for all applicants.
<b>14. Religion and belief equality</b>	Y	N	No impact identified	The recommendations will not impact religion and belief equality but should have an overall positive impact on all groups through improved information and communication.
<b>15. Pregnancy and maternity equality</b>	Y	N	No impact identified.	The recommendations will not impact pregnancy and maternity equality but should have an overall positive impact on all groups through improved information and communication.
<b>16. Marriage and civil partnership equality</b>	Y	N	No impact identified	The recommendations will not impact marriage and civil partnership equality but should have an overall positive

			impact on all groups through improved information and communication.
<b>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.</b>	<p>Disability is strongly linked to poverty. 30% of people in families with disabled members live in poverty, compared to 19% of those who do not<sup>iv</sup>. The review is likely to have a positive impact on people on lower incomes.</p> <p>Half of the ex-Service community have some long-term illness or disability, most often a physical condition. Reported mental health problems also doubled in the period 2005 – 2014<sup>v</sup>. The recommendations are likely to have a positive impact on the ex-Service community as well.</p> <p>The recommendations are designed to have a positive impact on people with disabilities and are likely to have a positive impact on their carers too.</p>		
<b>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?</b>	N/A		
<b>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?</b>	N/A		
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>		N	
<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	We considered a wide range of data from local and national sources. This was collated in evidence packs which are available on BFC website.		
<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>		N	
<b>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.</b>			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
See recommendations contained in report.	July 2021	Cllr Malcolm Tullett	Recommendations are endorsed by the O&S Commission and agreed by the Executive.

<b>24. Which service, business or work plan will these actions be included in?</b>	Overview & Scrutiny Commission work plan
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	Please see recommendations contained in the report.
<b>26. Assistant director's signature.</b>	Signature: <span style="border: 1px solid green; border-radius: 10px; padding: 2px 10px; display: inline-block;"> <b>APPROVED</b>  <i>By AnnMo at 8:32 am, Jun 10, 2021</i> </span> Date:

<sup>i</sup> [Use of NHS mental health, learning disability and autism services - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://ethnicity-facts-figures.service.gov.uk)

<sup>ii</sup> [Family Resources Survey: financial year 2019 to 2020 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

<sup>iii</sup> [Mapping Disability - the facts \(sportengland-production-files.s3.eu-west-2.amazonaws.com\)](https://sportengland-production-files.s3.eu-west-2.amazonaws.com)

<sup>iv</sup> [papworth-trust-disability-facts-and-figures-2018.pdf \(papworthtrust.org.uk\)](https://papworthtrust.org.uk)

<sup>v</sup> [A UK household survey of the ex-Service community \(rblcdn.co.uk\)](https://rblcdn.co.uk)