

Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Household Support Fund and discretionary financial support 2024/25	
Service Area	Community Solutions – Support and Collections	
Officer completing the EIA Screening Tool	James Johnston – Service Manager	
Head of Service	Donna Radley – Head of Welfare	
Date	26/03/2024	
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/decisions sought.	Approval of the administration and provision of the Household Support Fund 2024/25 and all other discretionary financial support schemes	
Protected characteristic	Impact	Description
Age	Positive impact (L)	There are no perceived negative impacts on this protected characteristic. The administration of the schemes is open to residents of all ages (18+) suffering from financial hardship. The age of residents making applications for financial support is not

		<p>a determining factor in the granting of any financial support.</p> <p>However it is recognised that certain demographics in relation to age may require extra support. The authority is working with Voluntary partners such as DABD on projects such as providing support to young carers or pensioners not in receipt of eligible Pension Credit.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Disability	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic. The administration of the schemes is open to residents with disability who are suffering from financial hardship.</p> <p>However it is recognised that certain demographics in relation to disability may require extra support. The authority is working with Voluntary partners such as DABD on projects such as providing support for applications for Personal Independence Payments.</p> <p>Outreach is also available to support residents with the application process.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Gender re-assignment	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic. The administration of the schemes is open to all residents who are suffering from financial hardship.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Marriage and civil partnership	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p>

		<p>The administration of the schemes is open to all residents irrespective of household type who are suffering from financial hardship.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Pregnancy and maternity	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p> <p>The administration of the schemes is open to all residents irrespective of household type who are suffering from financial hardship.</p> <p>Applications take into account household size and make up with additional provisions for those households with children.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Race	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p> <p>The administration of the schemes is open to all residents irrespective of ethnicity who are suffering from financial hardship.</p> <p>Ethnicity data can be recorded in applications on a voluntary basis and will be used to analyse any impacts from ethnicity on previous iterations of the scheme to help inform any ongoing policy.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Religion	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p>

		<p>The administration of the schemes is open to all residents irrespective of ethnicity who are suffering from financial hardship.</p> <p>Religion data can be recorded in applications on a voluntary basis and will be used to analyse any impacts from religion on previous iterations of the scheme to help inform any ongoing policy.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Sex	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p> <p>The administration of the schemes is open to all residents irrespective of sex who are suffering from financial hardship.</p> <p>Gender data is recorded in applications on a voluntary basis and will be used to analyse any impacts from gender on previous iterations of the scheme to help inform any ongoing policy.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents.</p>
Sexual orientation	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p> <p>The administration of the schemes is open to all residents irrespective of sexual orientation who are suffering from financial hardship.</p> <p>Sexual orientation data is recorded in applications on a voluntary basis and will be used to analyse any impacts from sexual orientation on previous iterations of the scheme to help inform any ongoing policy.</p>

		The provision of discretionary financial support will improve the financial resilience of this category of residents
Socio-Economic Disadvantage¹	Positive impact (L)	<p>There are no perceived negative impacts on this protected characteristic.</p> <p>The administration of the schemes is open to all residents who are suffering from financial hardship.</p> <p>In 2023/24 1674 individual claims were awarded through all the available schemes. All these awards were made against residents who were socio-economically disadvantaged and suffering financial hardship.</p> <p>Basic budgeting advice and signposting is provided in all cases.</p> <p>The service has also used partner organisations such as DABD to provide support to help welfare take up and income maximisation.</p> <p>Priority escalation routes are available for those residents requiring immediate and emergency support.</p> <p>The provision of discretionary financial support will improve the financial resilience of this category of residents</p>
How visible is this service/policy/project/proposal to the general public?		High visibility to the general public (H)
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc		High risk to reputation (H)

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

There are no perceived negative impacts on these protected characteristics.

¹ Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.

Cases can be identified with provisions that are in place for escalation routes to prioritise cases in emergency need, such as cases at risk of immediate homelessness or those without resources to meet the most basic living requirements, such as those with children unable to buy food.

The service pro-actively identifies residents with protected characteristics and works with partner organisations to directly engage and support those residents. This helps to reach those residents who may not normally engage or request support.

An open application process allows residents of all backgrounds and characteristics to access support if required.

There is no requirement to complete a full Equalities Impact assessment

Please submit the form to CE-strategy@lbbd.gov.uk and include the above explanation as part of the equalities comments on any subsequent related report.