

## 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](#).

<b>Proposal/Project/Policy Title</b>	Welfare Support Funds	
<b>Service Area</b>	Community Solutions – Support & Collections	
<b>Officer completing the EIA Screening Tool</b>	Donna Radley – Head of Welfare	
<b>Head of Service</b>	Donna Radley – Head of Welfare	
<b>Date</b>	15/02/2023	
<b>Brief Summary of the Proposal/Project/Policy</b> Include main aims, proposed outcomes, recommendations/decisions sought.	The approval of varying Welfare Scheme's within the Welfare Service to support financial hardship & the cost of living increases.	
<b>Protected characteristic</b>	<b>Impact</b>	<b>Description</b>
<b>Age</b>	Positive impact (L)	The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no

		<p>perceived negative impact on this protected characteristic.</p> <p>The authority is working with voluntary partners to capture residents from all age ranges, Young Carers of Barking &amp; Dagenham to the DADB supporting Pensioners and those with Disabilities.</p> <p>Whilst there is a focus on supporting residents with disabilities and caring responsibilities the scheme is open to all in financial hardship however it recognised that certain demographics require additional support.</p>
<b>Disability</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p> <p>The authority is working with voluntary partners to capture residents from all age ranges, Young Carers of Barking &amp; Dagenham to the DADB supporting Pensioners and those with Disabilities.</p> <p>Outreach is available to support residents with claims as well as telephone applications &amp; the Homes &amp; Money Hub.</p>
<b>Gender re-assignment</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p>
<b>Marriage and civil partnership</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p> <p>It should be noted that the schemes are also open to single and single parent households, they receive equal benefit from applications.</p>

<b>Pregnancy and maternity</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p> <p>The schemes have been built to consider household occupants and are not limited to the two child rule. Additional allowances have been given to allow for additional costs associated to children and enhanced levels for new-borns.</p>
<b>Race</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p> <p>The LA is working with VCS partners including those who work with non English speaking residents to support applications.</p>
<b>Religion</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p>
<b>Sex</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p>
<b>Sexual orientation</b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no</p>

		perceived negative impact on this protected characteristic.
<b>Socio-Economic Disadvantage<sup>1</sup></b>	Positive impact (L)	<p>The approval of these schemes, which includes claims for financial aid and Council Statutory Services, will improve the financial resilience of this category of residents. There will be no perceived negative impact on this protected characteristic.</p> <p>Between April &amp; September 2022 over 48,000 residents were supported via the hardship schemes managed by the authority, all of which were socio-economically disadvantaged.</p> <p>Vouchers will continue to be provided to residents whose children receive Free School Meals to ensure they have provision during term breaks.</p> <p>There are additional provisions in place within the service to escalate urgent cases that would negatively impact residents. Such cases include those who are risk of eviction or repossession, cases where delays in processing would have severe detrimental effects on mental health, the health and wellbeing of a child or whose condition would be worsened by delays.</p>
<b>How visible is this service/policy/project/proposal to the general public?</b>		<b>High visibility to the general public (H)</b>
<b>What is the potential risk to the Council's reputation?</b> Consider the following impacts – legal, financial, political, media, public perception etc		<b>High risk to reputation (H)</b>

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.

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<sup>1</sup> 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.

There are no perceived negative impacts on these protected characteristics. There are provisions in place within the service to escalate urgent cases that would negatively impact residents, those with protected characteristic or those with socio-economic disadvantage. Such cases include those who are risk of eviction or repossession, cases where delays in processing would have severe detrimental effects on mental health, the health and wellbeing of a child or whose condition would be worsened by delays.

There is no requirement to complete a full Equalities Impact assessment.

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