

## 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>	Procurement of Translation & Interpretation Services	
<b>Service Area</b>	Commercial Services (Corporate Contract)	
<b>Officer completing the EIA Screening Tool</b>	Carly Bucknell Commercial Support Officer	
<b>Head of Service</b>	Hilary Morris	
<b>Date</b>	11/04/2023	
<b>Brief Summary of the Proposal/Project/Policy</b>  Include main aims, proposed outcomes, recommendations/ decisions sought.	The direct award of a contract for Translation & Interpretation Services to The Language Shop Limited via the Healthtrust Europe LLP Framework for Total Language Solutions.	
<b>Protected characteristic</b>	<b>Impact</b>	<b>Description</b>
<b>Age</b>	Positive impact (L)	Having this contract would ensure better access to our support and services for all ages & may mean younger children/teens aren't relied on to translate for older family members.
<b>Disability</b>	Positive impact (L)	Having this contract would ensure better access to our support and

		services for all levels of ability – there is also provision for BSL translation for those residents who are deaf. This contract will also allow for recorded text to be sent to tenants who are registered blind.
<b>Gender re-assignment</b>	Not applicable (N/A)	We don't believe this contract and the service delivered will impact specifically on those undergoing gender re-assignment unless of course they have difficulty understanding/speaking English in which case this will most certainly have a positive impact.
<b>Marriage and civil partnership</b>	Positive impact (L)	Having this contract would ensure better access to our support and services regardless of marital status and may in fact highlight any safeguarding issues that may not otherwise have been identified
<b>Pregnancy and maternity</b>	Positive impact (L)	Childrens Services are one of the highest users of the translation services and by association it is assumed that some of their end users may be pregnant or in a maternity period. This will positively impact these service users to ensure safeguarding and interventions are fully understood and improvements to care can be made to ensure a happy and healthy child.
<b>Race</b>	Positive impact (L)	There is a positive impact for this group as this contract & service aims to ensure that those individuals who need language assistance to understand the support and services the council offers will receive it in a format or language that is relevant to them
<b>Religion</b>	Positive impact (L)	Though there appears not to be any specific or direct impact LBBD is aware that issues of culture, around gender for instance, may mean there is a risk that a resident may not receive appropriate interpretation if provided by a family member. The provision of an appropriate and independent interpreter will have a

		positive impact under such circumstances.
<b>Sex</b>	Positive impact (L)	There may be language difficulties because of cultural and gender related issues that are intertwined, this is a difference the contract takes account of as it is delivered with a person centric approach that should mitigate against this difference.
<b>Sexual orientation</b>	Not applicable (N/A)	We don't believe this contract and the service delivered will impact specifically on those of alternative sexual orientation unless of course they have difficulty understanding/speaking English in which case this will most certainly have a positive impact. The contract is inherently aimed at eliminating discrimination and providing better access to support and information
<b>Socio-Economic Disadvantage<sup>1</sup></b>	Positive impact (L)	We don't believe this contract and the service delivered will impact specifically on those residents with a Socio-Economic Disadvantage unless of course they have difficulty understanding/speaking English in which case this will most certainly have a positive impact. The contract is inherently aimed at eliminating discrimination and providing better access to support and information and may improve a resident's socio-economic status as a result.
<b>How visible is this service/policy/project/proposal to the general public?</b>		<b>Medium visibility to the general public (M)</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>Low risk to reputation (L)</b>

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

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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.

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.

It is considered that this contract and procurement activity will deliver either neutral or positive outcomes to the characteristics analysed and therefore a full EIA will not be required on this occasion. This contract is inherently aimed at eliminating discrimination and providing better & equal access to support and information for all residents.

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.