

EQUALITY IMPACT ASSESSMENT – INITIAL SCREENING TEMPLATE (IST)

Initial screening needs to take place for all new/revised Council policies. The word ‘policy’, in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision. This stage must be completed at the earliest opportunity to determine whether it is necessary to undertake an EIA for this activity.

Name of Policy:	Grants Review
Lead Officer (responsible for assessment):	Michelle Burrell-Barnett, Communities and Partnerships Support Officer
Department:	Communities and Partnerships
Others Involved in the Assessment (i.e. peer review, external challenge):	
Date Initial Screening Completed:	10.12.2018

- (a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

The Grants Review has been developed to ensure that grants are used in the most effective way with a criteria and system in place that enables communities most in need to benefit.

A Grants Review has been formulated which sets out how the outcomes of the community grants and assesses the effectiveness of the grants.

- (b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

This Grants Review demonstrates the broad spectrum of beneficiaries in East Cambridgeshire that have benefitted from the grants including (but not limited to):

- People not in education, or training
- Disadvantaged / low income
- People with disabilities
- Homelessness
- Lesbian, gay and bisexual
- Families
- People in rural areas
- Older people
- migrant workers, ethnic minority groups, refugees and asylum seekers
- Adults
- Village residents
- Health & wellbeing
- Carers
- Long term unemployed
- Lone parents
- Alcohol / drug addictions
- Ex offenders
- Local residents
- Children and young people
- Young adults

(c) Is this assessment informed by any information or background data? i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

The grants review has been written from information received from data received by the applicants between 2015 – 2018.

(d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics (please tick all that apply):

Ethnicity	<input checked="" type="checkbox"/>	Age	<input checked="" type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	Religion or Belief	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Sexual Orientation	<input checked="" type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	Marriage & Civil Partnership	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	Caring Responsibilities	<input checked="" type="checkbox"/>

Please explain any impact identified: i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

The Grants Review has identified a range of people that have benefitted from the community grants.

(e) Does the policy affect service users or the wider community?

Yes

(f) Does the policy have a significant effect on how services are delivered?

Yes

(g) Will it have a significant effect on how other organisations operate?

No

(h) Does it involve a significant commitment of resources?

Yes

(i) Does it relate to an area where there are known inequalities, e.g. disabled people's access to public transport etc?

Yes

If you have answered **YES** to any of the questions above, then it is necessary to proceed with a full equality impact assessment (EIA). If the answer is **NO**, then this judgement and your response to the above questions will need to be countersigned by your Head of Service and then referred to the Council's Equal Opportunities Working Group (EOWG) for scrutiny and verification. Please forward completed and signed forms to the Principal HR Officer.

Signatures:

Completing Officer: _____ **Date:** _____

Head of Service: _____ **Date:** _____