

Initial equality impact assessment screening form

(As of October 2015 this form replaces 'Record of decision not to carry out an EIA')

This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.

Directorate Chief Executives

Service area Legal & Democratic Services

Proposal being screened 2016/2017 Savings

Officer(s) carrying out screening Barry Khan (ACS), Hilary Irving (LM), Pauline Smurthwaite (PM) Rachael Hansen

What are you proposing to do?

LDS are developing a change programme which includes a number of work streams designed to maximise efficiencies, income generation and working collaboratively with partners. The five main work streams are :-

- Re-engineering legal processes through lean systems thinking e.g., workflows
- Increasing income generation
- Development of an Alternative Business Structure (ABS)
- Closer collaborative working with partners
- Cost control/savings via unit efficiencies

Why are you proposing this? What are the desired outcomes?

This work is driven by the need for LDS to deliver £59k in 2016/17 savings as part of the 2020 savings programme, as well as ensuring that the Council are acting lawfully whilst enabling them to deliver on the 2020 savings.

Does the proposal involve a significant commitment or removal of resources?
Please give details.

The majority of this work will be absorbed within existing business as usual resources, however, we will require investment within certain areas of the change programme such as ABS development.

Is there likely to be an adverse impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics?
As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics?
- Does the proposal relate to functions that previous consultation has identified as important?
- Do different groups have different needs or experiences in the area the proposal relates to?

If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your [Equality rep](#) for advice if you are in any doubt.

Protected characteristic	Yes	No	Don't know/No info available
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Age		√	
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Disability		√	
Sex (Gender)		√	
Race		√	
Sexual orientation		√	
Gender reassignment		√	
Religion or belief		√	
Pregnancy or maternity		√	
Marriage or civil partnership		√	
NYCC additional characteristic			
People in rural areas		√	
People on a low income		√	
Carer (unpaid family or friend)		√	
Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	n/a		
Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	n/a		
Decision (Please tick one option)	EIA not relevant or proportionate:	√	Continue to full EIA:
Reason for decision	Consideration has been given to the potential for any adverse equality impacts arising from the proposals. In conclusion, it is the view of officers that the proposals do not have an adverse impact on any of the protected characteristics identified in the Equalities Act 2010.		
Signed (Assistant Director or equivalent)	Barry Khan (Assistant Chief Executive)		
Date	18.1.15		