



Equality Impact Assessment (EqIA) – screening template

This tool assists services in determining whether the decisions, proposals, or policies they are seeking to make will require a full Equality Impact Assessment (EqIA). EqIAs help the Council comply with its duty under s.149 of the Equality Act 2010 to have “due regard” to specified equality matters. They are required in most cases but, in some cases, an EqIA is not necessary or is only necessary for certain aspects of a decision. Please email equalities@walthamforest.gov.uk for a copy of a full EqIA template.

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 be pragmatic and ensure that the detail of the EqIA is proportionate to the impact of decisions on the equality

duty. In some cases, a full EqIA is not necessary and/or the equalities duties do not apply. In other cases, only part of a decision will require an EqIA to ensure the Council has due regard to its equality duties. The following examples are intended to assist:

Where will a full EqIA be required?	Where might an EqIA not be required?
<p>In short, wherever a decision has a more than minimal or theoretical adverse or negative impact on those with protected characteristics, for example, if the Council is considering:</p> <ul style="list-style-type: none"> • Ceasing a service. • Reducing a service or reducing it in particular areas, e.g., closing an office in Leyton but not Walthamstow. • Changes to the way a service is delivered, e.g., moving to personalisation or moving to online access only. • Changes to eligibility criteria, rules, or practices for a service. • Changes to discretionary fees and charges. 	<ul style="list-style-type: none"> • Where it can be proven that the decisions, proposals, or policies has no equalities impact—with particular focus on negative impacts on service users and residents. • Where it can be proven that the decisions, proposals, or policies has a minimal or theoretical equalities impact (and so does not need to be considered). • Where the decisions, proposals, or policies is mandatory and there is no element of discretion (e.g., to adopt a member’s code of conduct or similar). • In rare cases, where a previous EqIA exists and a review shows that it is still relevant at the time of the final decisions, proposals, or policies, i.e., the facts have not changed.

Important:

- The screening tool should not be used to mask any equality impacts or as a “get out”.
- There can be a negative equality impact even if you think that, overall, you are proposing changes that will make services better. If there is an adverse or negative impact, you must complete a full EqIA.
- **Negative** impacts are often indirect, i.e., a rule that is on its face of universal impact but has greater impact on some groups in practice e.g. due to the ethnic makeup of an area.
- In most cases, the screening process requires a degree of collation and analysis of evidence. If this requires a lot of work, consider whether it is simpler to omit the

- screening process and undertake a full EqIA.
- The equality duty **continues** up to and after the final decision. If proposals or facts change before the final decision, any screening tool will need to be reviewed and evidenced.
- Any consultation undertaken should also inform the screening process, e.g., issues raised by those affected. Monitoring should take place after a decision as part of service delivery.
- The completed template will be attached to Cabinet or other decision-making report and so it must include sufficient detail to justify the decision not to carry out a full EqIA.

What to do?

The screening process should be used on **ALL** new decisions, proposals, policies, projects, functions, saving proposals, major developments or planning applications, or when revising them, if there is no negative equality impact or there is uncertainty about whether there is a negative equality impact. **However**, if your proposal is of a significant nature and it is apparent from the outset that a full EqIA will be required, then you do not need to complete this screening template and can progress **directly to a full EqIA**. If a negative/adverse impact has been identified during completion of the screening tool, a full EqIA **MUST** be undertaken. If you have not identified any negative/ adverse impacts arising from your proposal, you do not need to undertake a full EqIA. However, make sure you have explained clearly why the

proposal does not have any negative/adverse impact. **If your proposal is going to Cabinet or Committee (e.g., Planning or Licensing) and you are not undertaking a full EqIA, you must:**

1. Share your report and completed screening tool with Equalities (equalities@walthamforest.gov.uk), who will check and challenge your findings and
2. Use the following wording under the Equality & Diversity paragraph in the Cabinet report: “An initial screening exercise of the equality impact of this decision was undertaken and determined there was no / minimal impact (delete as appropriate) on the Council’s equality duty.” Attach the completed template as an appendix to your report.

1 Proposal / Project Title: Section 75 Partnership Agreement – Better Care Fund

2 Brief summary of the above: (include main aims, proposed outcomes, recommendations / decisions sought)

A Section 75 Agreement is mandated in the administration and governance of the Better Care Fund. The 'Section 75 Agreement' refers to Section 75 of the NHS Act 2006 which sets out the financial arrangements between NHS bodies and local authorities. This will allow NEL ICB and LBWF to contribute to a common fund which can be used to commission health or social care related services. A Section 75 agreement is a mechanism that can be used to enable wider partnership agreements which permit the local authority and the NEL ICB to widen the scope of the agreement and enter an arrangement in relation to the governance of funds other than the BCF that is transferred between the two parties.

3 Considering the equality aims (eliminate unlawful discrimination; advance equality of opportunity; foster good relations) indicate for each protected group whether there may be a positive impact, negative (adverse) impact, or no impact arising from the proposal.

4 Protected Characteristic (Equality Group) <input checked="" type="checkbox"/>	Positive Impact	Negative Impact	No Impact	Briefly explain your answer. Consider evidence, data, and any consultation. https://www.walthamforest.gov.uk/content/statistics-about-borough
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Better Care Fund (BCF) is a nationally mandated programme that supports the integration of health, social care, housing, and related services. It is designed to provide equitable access for all eligible individuals, ensuring that no one faces barriers due to any protected characteristic.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The BCF-funded services will work with and support individuals who have eligible social care needs, many of whom may have a physical, sensory, or learning disability. The integrated services funded across health and social care are designed to help these individuals achieve the greatest possible level of independence.
Pregnancy and Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The BCF funds services that are capable of supporting individuals who are pregnant or who have young children. Services funded by the BCF are required to adhere to all legislation and or policies that give rights to or protect employees from in lieu of maternity leave.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Services funded by the BCF can support individuals of any race and workers are required to understand what requirements individuals may have due to their cultural and racial backgrounds, including but not limited to potential specific health risks and conditions.
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All Health and Adult Social Care services are expected to support individuals regardless of their religion or belief. Staff are also expected to enable individuals to pursue their beliefs and provide support in a way that best helps them live the life they choose.
Sex (Including Gender Re-assignment)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Individuals can be supported regardless of their gender identity, and staff are expected to have conversations to understand how best to meet each person's needs and support their identity. This may include providing carers of a specific

				gender or ensuring that personal care is delivered in a way that maintains dignity and minimises feelings of dysphoria.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Individuals of any sexual orientation are able to access and receive this support
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no barrier to people accessing these services due to their marital status.
Care Leavers*	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no barrier to people accessing these services due to their status as care leavers.
5 There are no negative/adverse impact(s) If you have not identified any negative/adverse impacts please briefly explain your answer, providing evidence to support decision.	The Better Care Fund (BCF) is the nationally mandated mechanism for funding integrated services across health, social care, housing, and the wider system. Its core purpose is to place the individual at the heart of services, reduce duplication, and ensure users receive joined-up support that delivers better outcomes and promotes sustainability. Part 3 of the Care Act 2014 places a statutory duty on health and social care integration, while Section 75 of the NHS Act 2006 enables funds to be pooled between local authorities and CCGs to deliver community-based services. A Section 75 Partnership Agreement is required to access and use the BCF, meaning both LBWF and NEL ICB are legally obliged to enter into such an agreement to remain compliant and utilise the pooled fund.			
6 Describe how opportunities to advance equality and foster good relations for any of the protected characteristics has been taken up (where relevant).	The Better Care Fund (BCF) is a government-mandated programme underpinned by a legal framework. The LBWF Integrated Better Care Fund Plan is nationally required to be signed off by the Waltham Forest Health and Wellbeing Board, a statutory body that acts on behalf of the entire WF population in planning services and discharging duties. Locally, the BCF is used to support the provision of health and social care services across the system and is accessible to all eligible individuals.			
7 As a result of this screening is a full EA necessary (Please check <input checked="" type="checkbox"/> appropriate box)	Yes	No	Briefly explain your answer.	
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is a very low risk of individuals not being supported due to their protected characteristics. Multiple checks and safeguards are in place to ensure that these characteristics are respected and that individuals receive the same level of support and enablement as any other eligible member of the population.	
8 Name of Lead Officer: Savina Skordili		Job title: Integrated Commissioning Manager		Date EqIA screener completed: 11 November 2025

Signed off by Head of Service:

Name:

Date: