



Haringey Council

Equalities Impact Assessments (EqIA) Screening Tool				
1.	Name of the policy/project/function/major development/planning application: Single Frontline Service Restructure			
2.	Brief summary of the above: (include main aims and proposed outcomes) Creation of a Single Frontline Service that will meet the current financial challenges and requirements to make significant savings and maximise income, whilst minimising the impact on frontline services by: <ul style="list-style-type: none"> • Reducing administration; • Avoiding duplication; • Reducing management costs, through de-layering and increased functional responsibility. • Stopping and reducing certain services. • Creation of a multi disciplinary team of frontline officers. 			
3.	Lead Officer contact details: (name, job title, email, phone no.) Zoe Robertson, Environmental Resources Manager, zoe.robertson@haringey.gov.uk , ext 4948			
4.	Date – 1 st February 2011			
	Response to Screening Questions	Yes	No	Please explain your answer. If answering YES but after consideration a full EqIA is not necessary please provide a detailed explanation* for NOT undertaking a full EqIA
5.	Could the proposed policy/project/function/staff restructuring/major development/planning application or the way it is carried out have an adverse impact on any of the key equalities protected characteristics age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation? Or relations between any equalities groups?	Yes		The proposal to create a Single Frontline Service will result in a reduction or cessation in some services and thus it is likely that it will have an equalities impact. However, the service will seek to minimise the impact felt as a result of the restructure and effect on services. The full impact will be determined by the full EqIA.
6.	Is there any indication or evidence	Yes		If different needs are identified please explain what action you will

*NB This explanation **MUST** be included in the Equalities comments in all subsequent reports relating to this issue.

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	(including from consultation with relevant groups) that different groups have or will have different needs, experiences, issues and priorities in relation to the particular policy/project/function/major development/planning application? Or do you need more information?			<p>take to meet these.</p> <p>We will seek to align available resources to areas of greatest need, including the most vulnerable. It is intended that the Single Frontline Service will work closely with the Area Assemblies and Area Committees, and contribute to the design and delivery of the Area Action Plans (as outlined in the recent Governance Review). Therefore, this process will allow resources to be directed to identified areas of local need and local priorities.</p>
7.	If there is or will be an adverse impact, could it be reduced by taking particular measures?	Yes		<p>If adverse impact is identified please explain what action you will take to mitigate this.</p> <p>As above – services will be directed as per local needs and priorities, as identified through the Area Action Plan process.</p>
8.	By taking particular measures could a positive impact result?	Yes		<p>The service will use prioritisation to ensure the diverse needs of the community are met.</p>
9.	As a result of this screening is a full EqIA necessary?	Yes		<p>If answering NO please explain* why not.</p>

Signed off by Lead Officer: _____

Name: _____

Designation: _____

Date: _____

Signed off by Policy, Equalities and Partnerships Team: _____

Name: Christine A Joseph _____

Designation: EqIA Officer _____

Date: _____ 10 February 2011. _____

Ref: IA\EQUALITIES\EqIA Screening of Proposal to review central feedback function