

Equality Impact Assessment: Screening Tool

This Equality Impact Assessment Screening tool should be completed whenever a new proposal is introduced and is a shorter document that has been designed to help staff understand whether their proposal will have a positive, neutral, or negative impact on residents, staff, or service users. If the Screening Tool shows that the proposal will have either a positive or neutral impact, there is no need to go on to complete a full Equality Impact Assessment (EQIA).

The full EQIA should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups. However, please note you can also assume that large-scale projects in terms of cost or impact on residents and/or staff will require a full EQIA to be completed. This is due to the fact that a screening tool is not a legal document, while the full EQIA is. We advise that any project involving costs over £500,000, or over £1 million for capital projects, will require a full EQIA so you can skip the screening tool, for instance. In terms of staff, we would typically consider more than 25+ staff members being affected, for example by redundancy, as a large-scale impact requiring a full EQIA. If you are unsure, you can check in with the Strategy, Equalities and Communities service for guidance.

In the EQIA documents, we refer to new “proposals” which can mean a number of things. It could be that you are developing a new policy, developing a significant change to an existing service, procedure or function, setting up an entirely new service, or restructuring a team.

Before completing the EQIA Screening Tool please [read the guidance and FAQs](#). For further help and advice please contact equalities@islington.gov.uk.

Summary of proposal

Name of proposal	Islington Together: Next Steps
Reference number (if applicable)	
Service Area	Council Wide
Date screening completed	14 June 2024
Screening author name	Denise McCausland
Strategy, Equalities and Communities service sign off	
Authorising Director/Head of Service name	Denise McCausland – Head of Challenging Inequality and Events

Please provide a summary of the proposal.

Please outline:

- What are the aims / objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

Aim of Proposal

The report aims to ensure that Islington is outline the Council's key priorities in delivering Islington Together 2030 over the next two years until July 2026.

Islington Together 2030 provides a strong vision for the future of our Borough across five missions: child friendly; safe place to call home; fairer together (to be renamed Empowering People); greener and healthier; and community wealth building. We want Islington to be a place where people know their children will get the very best start in life, where people can access help and support when they need it and where wealth is created and enjoyed locally. A place where people can live sustainable, happy and healthy lives.

The report outlines the next steps the Council should take in delivering against the vision determined by Members and in supporting the change required to respond robustly to the changing landscape in Islington and more widely in local government. The report is based on our current performance, the results from our colleague survey, feedback from introductory sessions and discussions between our new Chief Executive and colleagues, councillors, trade unions, staff networks, partners and businesses.

Savings

The proposal is not anticipated to deliver any savings. However, the report outlines the creation of an Islington Together Change Programme and governance structure that will support the Medium Term Financial Strategy that will come forward to the Executive in the autumn.

Anticipated benefits/Change of the proposal

The benefits of the proposal are to develop a single programme of delivery and change focused on delivering the outcomes set out in Islington Together 2030, by delivering people centred outcomes, high quality services and ensuring that the organisation remains resilient and financially sustainable for the future.

The proposal outlines a clear delivery plan and approach for change to organise how we will deliver change across the organisation, to provides both consistency in our approach and flexibility for leaders and managers.

The principles that we will use to drive change are detailed below:

- Start with our residents; understand need then plan collaboratively
- Focus on Islington Together, our missions and the outcomes
- Design informed by data and insight
- Do it together and empower others
- Test, learn and evaluate (remember what elements work already)

A Change Framework will be developed that outlines the change model along with a Change Toolkit for the organisation to use.

Key groups of people or areas of the borough are involved

The report is based upon the Islington Together 2030 plan which was consulted upon and draws out the key priorities for the next two years. It therefore affects all wards.

The report was developed through a range of discussions, with the Delivery Plan generated from Directorate Plans. The Delivery Plan is therefore focused on organisational priorities and will impact upon:

Residents
 Employees
 Trade Unions
 Staff networks
 Anchor organisations/partner organisations
 Community groups
 Council members

On whom will the proposal impact? Delete as appropriate.

Group of people	Impacted?
Service users	Yes/No
Residents	Yes/No
Businesses	Yes/No

Group of people	Impacted?
Visitors to Islington	Yes/ No
Voluntary or community groups	Yes /No
Council staff	Yes /No
Trade unions	Yes /No
Other public sector organisations	Yes /No
Others	Please specify:

Will this change impact staff? Please complete where relevant.

Please outline in brief:

- Who will be impacted? For example, which services, teams or buildings? How many staff?
- Broadly what will the impact be? For example, changes to organisational structure, changes to reporting lines, changes to staffing levels, changes to responsibilities, relocation, changes to access to facilities, new ways of working, development opportunities. This should be a broad overview, the specific impact on people with protected characteristics and/or from disadvantaged groups will be assessed later in the form.

NB: EQIA screening tools should be completed as part of the council's [Organisational Change process](#). Please contact your [Strategic HR Business Partner](#) to discuss organisational change.

Impact on staff

The report is asked to note the changes to the Corporate Management Team structure and two vacant posts at the Corporate Director level will be recruited to: Corporate Director for Homes and Neighbourhoods and the Corporate Director for Climate and Environment. A new role Corporate Director of Health and Social Care will be created - it will have responsibility for the adult social care and public health Directorates. This role will be ringfenced to the appropriate Directors.

The current Community Engagement and Wellbeing Directorate will be renamed to Communities, Strategy and Change, along with the Corporate Director's job title. Subject to consultation, there will also be changes at a senior level in this Directorate to strengthen the strategic leadership around residents, communities, strategy and change. All changes to roles will be subject to consultation with affected colleagues and the Council's recognised trade unions.

Changes to reporting lines

Reporting lines for the Climate and Environment Directorate will revert except for the Director of Community Safety, Security and Resilience who will continue to report into the Corporate Director for Homes and Neighbourhoods.

New ways of working

The proposal provides an opportunity to consider community led and geographical led provision and consider how we base ourselves in the heart of communities through our hubs and community centres. Work on community voice is being developed.

A new approach to service planning will be piloted over the summer for implementation across the Council in 2025.

Development opportunities

Delivering a new 'Leading with CARE' programme to ensure all those in senior leadership roles have the right skills and behaviours to lead Islington in line with our aspirations and our values. There is also a section on how we will continue to support learning and development across the organisation in response to the Colleague Survey and put in place programmes for management development for established, first time and aspirant managers; along with all colleagues having access to up to 5 days of development per year.

What consultation or engagement will you be leading (with residents, staff, decisionmakers, or other stakeholders) as part of this project?

Please outline in brief:

- Which groups or communities do you plan to consult?
- Will any participants be under the age of 18 or could be considered vulnerable?
- Will you be collecting personal data?
- What methods will you use to engage (for example, focus groups / surveys)?
- How will insight gained from engagement or consultation be fed into decision making or proposal design and shared back to stakeholders?

If you are planning or completing key strategic participation and engagement work or if you need guidance and support, please get in touch with the Participation and Engagement team at engagement@islington.gov.uk.

If you have **not** completed any engagement activity and do not plan to, you should outline why this decision has been made.

Consultation

Consultation with impacted colleagues at the Corporate Management Team level will be completed. The report has already been shared with the Corporate Management Team and the Directors Forum and it was discussed with trade unions and co-chairs of the staff networks for their reflections and input.

The report and delivery plan will be followed by a three-point plan and dedicated programme of engagement with all colleagues over the next six months, including a colleague conference in the autumn. Together, this work will respond to the findings of our colleague survey, agree the way we need to change the way we work to focus on shared delivery, and how we tell one story about what we stand for to our colleagues, residents and partners. This will include a focus on how we are one council and much greater than the sum of our parts, and need to speak with one voice and identity to the people we serve.

What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Of the groups you have identified above - whether residents, staff, visitors or a combination - please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. Your assessment should be based on the latest evidence you have, which might be local Islington data, regional or national research.

Use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics.

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics in relation to other people.

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics in relation to other people.

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Age (for example, young people under 25, older people over 65)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<p>The proposal impacts positively in respect of age, given the focus on creating a Child Friendly, Healthier and Fairer borough through our missions.</p> <ul style="list-style-type: none"> • Both the proportion and absolute numbers of young children aged 0 to 4 fell between 2011 and 2021. • Population growth over the decade is concentrated in older ages. • 'Mixed or multiple ethnic groups' has the youngest profile, with over a third of persons in this group aged 15 years and younger (34%, about 5,500 persons). • Asian or Asian British has the largest proportion of people aged 16-24 years (19%, about 4,200 persons), and the second largest proportion of people aged 25-34 (26%; after White (29%)). • White ethnic group has the oldest age profile, including the largest proportion of people aged 65+ (11%, about 15,200 persons). Over half are aged 25-49. Moreover, the White ethnic group also has the smallest proportion of people aged under 25.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				<ul style="list-style-type: none"> • The Black, Black British, Caribbean or African group has a fairly evenly spread distribution of different ages. While this group has the second largest proportion of people aged 15 and under (23%, about 6,700 persons), it also has over a quarter aged 50+ (27%, about 7,600 persons). • The 'Other' ethnic group also has a relatively even distribution across the age bands, though almost half are aged 25-49 (46%, about 6,900 persons). • Islington has the 4th highest levels of income deprivation affecting older people in London. 34% of residents over the age of 60 were facing income deprivation, compared to a London average of 22%. • Levels of dementia are higher than the London average in Islington, with around one in twenty older people diagnosed. • Moderate or severe frailty prevalence is high in Islington with Islington also having higher rates of alcohol admissions among older people. • Population growth over the decade is concentrated in older ages.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				There is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks for colleagues within the Council.
<p>Disability (include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<p>The proposal impacts positively regarding people living with a disability or long term health condition.</p> <p>A new role of Corporate Director of Health and Social Care will be created, within existing budgets, to recognise the importance of the wider health system, including the Integrated Care Board, health providers, commissioners and neighbouring Boroughs. It will have responsibility for the adult social care and public health Directorates. This role will build effective relationships within the health system and focus on securing the wider public health outcomes for our Borough.</p> <p>There is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks</p>

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				for colleagues within the Council, including the Disability Network.
<p>Gender reassignment and identity</p> <p>(include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning)</p> <p>*Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<p>The proposal has a positive impact on gender reassignment and identity.</p> <p>As for all protected characteristics, the report outlines the need for a focus on training and improved leadership with help to ensure that services delivered are aligned to residents identified needs.</p>
Marriage and Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Pregnancy and Maternity (include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The proposal is intended to have a positive impact on all characteristics. Multiple access points will support residents who are either pregnant or on maternity leave, services will provide choice to this group.
Race or ethnicity (include on the basis of colour, nationality, citizenship, ethnic or national origins)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The proposal will have a positive impact on this group through resident engagement and proposals on community voice and co-production to consider identified concerns of belonging, trust, equality and discrimination identified in the Ubelie engagement. There is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks for colleagues within the Council, including the Race Equality Network. There is also reference to how we will increase our humility and understanding of different cultures and different protected characteristics. This includes the appropriate leadership from the Corporate

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				<p>Management Team to work alongside the staff networks and in our learning and development offer to managers and colleagues.</p> <ul style="list-style-type: none"> • 60% of Islington residents identify themselves as non-White: English, Welsh, Scottish, Northern Irish or British (rest of London 63%) • 60% of Islington residents are born outside the UK (rest of London 59%) • 62% of Islington's population are White, with 40% being White British, and 19% White 'Other'. • 13% are Black/Black British/Caribbean/African, with the largest group being 'Black/Black British: African' (8%). • 10 % are Asian/Asian British, with a fairly even distribution of Bangladeshi, Chinese, Indian, and Other Asian (2-3% each). • 7% are Mixed/Multiple ethnic groups, with equal proportions of White and Black Caribbean and White and Black African (both 2%). 'Other Mixed' accounts for 3%.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				<ul style="list-style-type: none"> 7% of Islington's population consists of 'Other' ethnic groups, of which 1% are Arab and 6% are 'Any other ethnic group'.
Religion or belief (include no faith)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The proposal will have a positive impact on this group, engagement will identify what is most important to communities. There is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks for colleagues within the Council. There is also reference to how we will increase our humility and understanding of different cultures and different protected characteristics. This includes the appropriate leadership from the Corporate Management Team to work alongside the staff networks and in our learning and development offer to managers and colleagues.
Sex (include trans girls and/or women and trans boys and/or men. Under the Equality Act 2010 a	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The impact is positive on gender. There is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks for colleagues

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
person's legal sex is their sex as recorded on their birth certificate. Someone can change their legal sex by obtaining a Gender Recognition Certificate.)				within the Council, including the Women's Network.
Sexual Orientation (include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	There will be a positive impact and there is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks for colleagues within the Council, including the LGBTQ+ Forum. There is also reference to how we will increase our humility and understanding of different protected characteristics. This includes the appropriate leadership from the Corporate Management Team to work alongside the staff networks and in our learning and development offer to managers and colleagues.
Other (e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people who are prison	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The proposal will positively impact on those with caring responsibilities, multiple protected characteristics, or those living in poverty as staff development will facilitate escalated early intervention for residents in most need including those affected by the cost of living crisis and

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
leavers, people affected by menopause, people affected by menstruation and/or period poverty)				<p>those who identify or are known to have had care experience.</p> <p>Our communities are continuing to experience the impact of the cost-of-living crisis which has compounded the deprivation and levels of poverty.</p> <p>There is also a section in the report on how we will challenge inequality within and outside of our organisation to deliver a more equal future and outlines the important role of the staff networks for colleagues within the Council, including the Carers Network. This includes the appropriate leadership from the Corporate Management Team to work alongside the staff networks and in our learning and development offer to managers and colleagues.</p> <p>The White ethnic group has four times as many people in the highest socio-economic class compared to the Black/Black British ethnic group</p> <ul style="list-style-type: none"> • Eighty-two percent of Black/Black British households live in social rented housing. The equivalent proportion is 61% for 'other

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				<p>ethnic groups', and 32% for White households.</p> <ul style="list-style-type: none"> • A third of both White and Asian/Asian British households live in private rented accommodation. • Thirty-four percent of White households own their accommodation, which is followed by Asian/Asian British households (27%). • Eighty-two percent of Black/Black British households live in social rented housing. The equivalent proportion is 61% for 'other ethnic groups', and 32% for White households. • A third of both White and Asian/Asian British households live in private rented accommodation. • Thirty-four percent of White households own their accommodation, which is followed by Asian/Asian British households (27%).

How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

There are no known negative impacts from the report.

Action	Lead	Deadline	Comments

Screening Decision	Outcome
Neutral or Positive – no full EQIA needed*.	Yes/No – EQIA needs to be monitored and reviewed

	following resident engagement to identify resident perception of impact of the proposal.
Negative – Low Impact – full EQIA at the service director’s discretion*.	Yes/No
Negative – Medium or High Impact – must complete a full EQIA.	Yes/No
Is a full EQIA required? Service decision:	Yes/ No full EQIA may be required following resident consultation.
Is a full EQIA required? Strategy, Equalities and Communities service sign off recommendation:	Yes/ No – see above
Flag for DPIA (will include engagement that collects personal data). Strategy, Equalities and Communities service recommendation:	Yes/No – future engagement
Flag for ethics (high risk / will involve engagement with vulnerable residents). Strategy, Equalities and Communities service recommendation:	Yes/No- future engagement

*If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. In general, we expect that EQIA documents are revisited and reviewed between every 6 to 12 months. If you have additional information or unexpected impacts are found, you can update your screening tool and send to the Strategy, Equalities and Communities service again for quality checking and guidance.

Please send this completed EQIA Screening Tool to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team.