

Equality Impact Screening (CORPORATE)

1. SUMMARY INFORMATION	
Name of policy / project:	TARA CRISIS RESPONSE BRIEFING PAPER
What is the aim or purpose of the policy / project?	To inform to the discussion on sustainability of out of hours service and options available in light of recent budget cuts.
Who is affected by this policy / project?	TARA staff and service users
Who is responsible developing this policy or delivery of this project?	Assistant Operational Manager (TARA)
Date of Assessment	10.05.16

2. INITIAL SCREENING QUESTIONS – DOES THIS POLICY / PROJECT:	YES	NO
Introduce a new policy or amends an existing policy affecting employees?	Yes	
Involve a change of departmental or Company structure?	Yes	
Involve a reduction or increase in workforce?	Yes	
Change employee's terms and conditions	Yes	
Change employee's working hours?	Yes	
Change employee's work location?		No
Change aspect of employee's physical work environment?		No
Introduces new or amends existing working practices for employees?	Yes	

3. EQUALITY ACT 2010 SCREENING QUESTIONS		
Question	Protected Characteristic	Potential Impact
1. Will this policy or decision impact on each of the groups shown opposite in different or particular ways? If yes please provide detail in the end column.	Age	TARA provides a specialist support to victims of trafficking and sexual exploitation, many of whom fall within the protected characteristic. The out of hour's service was developed from 2008 in response to the needs of the service users and key partners. The service is an emergency response and deal with issues of safety, health and protection which is essential to ensure the victims of trafficking are supported and provided with individual and appropriate care and provisions. The briefing paper outlines measures by which the service can be sustained and developed in the current financial environment where cuts to funding has a severe impact on service delivery
	Disability	
	Gender Reassignment	
	Pregnancy & Maternity	
	Race	
	Religion or Belief	
	Sex (Gender)	
Sexual Orientation		

		<p>within the voluntary sector. The paper provides the opportunity for a strategic discussion on sustainability and future proofing in anticipation of further cuts and austerity measures in 2017 onwards.</p> <p>In this regard the briefing paper poses no detriment to the service users; indeed its purpose is to agree measures to ensure sustained service delivery and support.</p>
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Question	Protected Characteristic	Potential Impact
<p>2. Is there a risk that any part of this policy or decision could cause discrimination to any of the groups opposite?</p> <p>If yes please provide detail in the end column.</p>	Age	<p>The briefing paper outlines measures that can be put in place that would continue the current service delivery and sustain the support and care provided to a vulnerable group.</p> <p>These measures do not represent a risk of discrimination to any group with a protected characteristic.</p>
	Disability	
	Gender Reassignment	
	Pregnancy & Maternity	
	Race	
	Religion or Belief	
	Sex (Gender)	
Sexual Orientation		
Question	Three needs of Equality Act 2010	Potential Impact
<p>3. How can this policy or decision help us to:</p>	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010?	<p>The target group are trafficked for sexual exploitation and are already victims of unlawful discrimination, harassment, victimisation and other conduct.</p>
	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not?	<p>The service seeks to assist victims of trafficking out of the cycle of victimisation and abuse.</p> <p>As such the service meetings the general duties in eliminating unlawful discrimination and advancing equality in supporting victims towards safe and active lives.</p>
	Foster good relations between people who share a protected characteristic and those who do not?	<p>The nature of the work done by TARA is built on fostering good relations and building partnership in response to the needs of the service users, many of whom fall within the protected characteristics status.</p> <p>The briefing paper outlines measures that can be put in place that would continue the current service delivery and continue to meet the general duties as defined by the Equality Act 2010.</p>

4. EVIDENCE OF IMPACT		
<p>In coming to the above decision, with whom have you consulted and/ or what information was gathered?</p> <p><i>(Sources such as: Household Surveys, consultations, research reports, equality monitoring, customer feedback forms, complaints etc.).</i></p>	Consulted with / Research	
	Details of when / how	
	Outcome and findings	

5. PUBLIC INTEREST		
<p>Is there any public concern that the functions / policies / project are being operated in or likely to operate in a discriminatory manner? Or that they are likely to be discriminatory?</p> <p><i>(E.g. media report, research, etc.)</i></p>	A little	<p>Public understanding and awareness of trafficking issues has increased over the last ten years. Public concerns are strongly in favour of measure to identify, support and protect those trafficked for exploitation, in particular women and children.</p>
	Some	
	A lot	<p>The briefing paper and the continuation of the out of hour's service support the public interest and concerns.</p>

6. ANY OTHER INFORMATION
<p>Trafficking is a sensitive and complex issue, both operational and legally.</p> <p>The public interest and social wellbeing is met by addressing the issues of trafficking and providing support, safety and care to the victims, many of whom due to gender, age or race are exploited, victimised and forced into sexual exploitation.</p> <p>The delivery of this service is a law enforcement issues and duty of care in relation to the support and care of victims of crimes. As such the briefing paper represents this organisation meeting its legal and moral duty to find options by which to sustain a specialist and essential service provision in a financial environment which continues to be challenging.</p> <p>This briefing paper supports the public interest and meets the legal duties under the Equality Act 2010.</p>

7. ASSESSMENT	
<p>Given the information above is a full Equality Impact Assessment required?</p>	<p>A full assessment is not required.</p>

8. SCREENING SIGN OFF			
Responsibility	Print Name	Signature	Date
Officer responsible for the screening.			
Equality Officer	Nazim Hamid		10.05.16
Head of Service Approval			
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