

Priority Based Budgeting 2: 2015/16

Summary of draft Equality Impact Assessments

Equality at Stevenage Borough Council

Stevenage Borough Council as a service provider, employer and community leader is committed to achieving equal opportunities for everyone. We want to deliver services that are fair, accessible and open to everyone who needs them.

Equality Impact Assessments (EqIAs) are an important part of the process in ensuring that our intention is translated into action. They help to ensure that decisions are made in a fair, transparent and accountable way, considering the needs and the rights of different people in the community.

Based on the protected characteristics under the Equality Act 2010, the EqIA considers the impact on the following groups when making decisions, updating policies and starting new projects:

- Age
- Disability
- Gender reassignment
- Marital status
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Although non-statutory, the Council has chosen to adopt the Socio-Economic Duty and so decision-makers should use their discretion in considering the impact on people in terms of their social or economic background.

EqIAs also help the council to demonstrate compliance with the requirements of the Public Sector Equality Duty (Section 149 of the Equality Act 2010). The Duty states that a public authority must, in the exercise of its functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is unlawful under this Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

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Savings Proposals 2015/16

Prior to their consideration at Executive in November 2014, the savings proposals have been reviewed to determine any potential impact on Stevenage residents in terms of their protected characteristics under the Equality Act 2010. The majority of these have no public impact and so have not been subject to any further EqIA.

Where a negative, positive or disproportionate impact is likely, Heads of Service and other appropriate managers have drafted Brief or Full EqIAs. These have been summarised over the following pages and will inform the recommendations made to Council in January 2015. Action to mitigate or further analyse the impact on equality groups is identified where appropriate.

The following activity has also taken place:

August – October 2014 – Seeking residents’ priorities for fees and charges, Council Tax and service provision

November – December 2014 – Consultation on individual proposals as appropriate

November 2014 – January 2015 – EqIAs finalised considering further evidence and consultation results

January 2015 – Consideration of all completed HRA EqIAs at Council

Savings Proposals 2016/17 and 2017/18

Savings proposals for subsequent years as part of the three-year priority based approach have also been reviewed to determine any potential impact on local people. These savings will be agreed in principle in the first instance, and will be subject to further assessment and agreement as part of future annual Budget-setting processes.

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Saving Ref	Saving proposed	Summary of impact	Action	Contact Officer
S18	Joint use of Daneshill House reception with North Herts College's 'In Town Training' outlet	<p>Positive Socio-economic</p> <p>The "In Town" initiative includes reaching out to unemployed people in Stevenage who come from families that have multigenerational unemployment and benefit dependency.</p>		Keith Brown
S22	Reduce the current Parks Maintenance staff by 1 team member from 4 to 3	No impact identified		Lee Myers
PBB1 S62	Rolling reduction in Community Grant Funding totalling 35.5% over four years (this is the second year)	<p>Negative Various equality groups</p> <p>A reduction in funding to local groups and community centres could impact on people from all equality groups. This would be determined using service user data and an assessment of what existing schemes would be impacted. Please refer to full document for details.</p>	<p>Consider options and agree the policy for allocating funding to community associations in 2016/17</p> <p>Develop Brief EqlAs for each community centre as part of their funding allocation agreement</p> <p>Community Development Officers to support community association management boards in developing outcome focussed business plans</p> <p>(March 2015)</p>	Richard Protheroe
S103	Pay and Display parking near Lister and Coreys Mill Lane	<p>Positive Disability</p> <p>Blue Badge holders will be entitled to park for free in P&D bays and are also permitted to park on double yellow lines.</p>		Paul Pinkney

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Saving Ref	Saving proposed	Summary of impact	Action	Contact Officer
		<p>Negative Socio-economic Charging for parking can be considered detrimental to people in financial difficulty but these would remain affordable in relation to the charges within the Lister Hospital and the overall cost of motoring. There are strong bus links to the hospital which may prove to be more cost-effective for people on lower incomes.</p>		
<p>PBB1 S159</p>	<p>Remove the Community Parks Officer post (fixed term to 2015) which is part funded via Heritage Lottery Fund</p>	<p>Negative Age Fewer community events and activities aimed at children and young people. No educational visit opportunities – schools, cubs, etc. Less support for older people’s groups wanting to hold events in the Gardens.</p> <p>Disability Less support for adult learners at NHC. No future work experience opportunities.</p> <p>Race Fewer community events and activities. No educational visit opportunities. Less support for community groups wishing to hold events in the Gardens.</p> <p>Sex Fewer community events and activities. Less</p>	<p>Invite suitable volunteers to be trained to lead other volunteers in delivering maintenance activities agreed with Council Officers – this is dependent on support that has been agreed by the Council’s insurers. (July 2015)</p>	<p>Lee Myers</p>

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Saving Ref	Saving proposed	Summary of impact	Action	Contact Officer
		<p>support for community groups wishing to hold events in the Gardens.</p> <p>Socio-economic Fewer opportunities for free community events in the park. Less support for charity events in the Gardens. Fewer opportunities for volunteering within the Gardens. No educational visit opportunities – schools, cubs, etc.</p> <p>Other There will be no regular presence in the Gardens, and additional litter clearance works to the pond etc. will no longer be possible.</p>		

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Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?	S18: Joint use of Daneshill House reception with North Herts College “In Town” training outlet	What are the key aims of it?	To bring variety and vibrancy to the reception area and to derive a rental income.			
Who may be affected by it?	Staff and visitors to Daneshill House		The Daneshill House reception is not a public reception and is used by staff and business visitors only. The arrangement would include ensuring that the current residual reception cover arrangements would continue for as long as necessary.			
Date of full EqIA on service area (planned or completed)	n/a					
Form completed by:	Keith Brown	Start date	28/10/14	End date	12/01/15	
		Review date				

What data / information are you using to inform your assessment?	Reference to the current use of reception.	Have any information gaps been identified along the way? If so, please specify	No
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Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:			
Age	Neutral	Race	Neutral
Disability	Neutral	Religion or belief	Neutral
Gender reassignment	Neutral	Sex	Neutral
Marriage or civil partnership	Neutral	Sexual orientation	Neutral
Pregnancy & maternity	Neutral	Socio-economic ¹	Positive

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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Other	Neutral	
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Where there is a likely positive impact , please explain how it will help to fulfil our legislative duties to:					
Remove discrimination & harassment	n/a	Promote equal opportunities	n/a	Encourage good relations	The "In Town" initiative includes reaching out to unemployed people in Stevenage who come from families that have multigenerational unemployment and benefit dependency

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline

Approved by Strategic Director: Peter Bandy

Date: 12/01/15

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Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?	S22: Reduce Parks Maintenance by 1 team member	What are the key aims of it?	Reduce the Parks promotions & maintenance team (currently 4 staff) by 1 team member (25% reduction).			
Who may be affected by it?	Staff & public					
Date of full EqIA on service area (planned or completed)	30/10/2014					
Form completed by:	Paul Seaby	Start date	30/10/14	End date	30/10/14	
		Review date				

What data / information are you using to inform your assessment?	Knowledge of the structure, systems, strategy & processes	Have any information gaps been identified along the way? If so, please specify	None
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Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:			
Age	None	Race	None
Disability	None	Religion or belief	None
Gender reassignment	None	Sex	None
Marriage or civil partnership	None	Sexual orientation	None
Pregnancy & maternity	None	Socio-economic ²	None
Other	None		

²Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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Where there is a likely positive impact , please explain how it will help to fulfil our legislative duties to:					
Remove discrimination & harassment	N/A	Promote equal opportunities	N/A	Encourage good relations	N/A

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline

Approved by Strategic Director: Peter Bandy
Date: 12/01/15

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Summary of draft Equality Impact Assessments

Full Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

What is being assessed?		PBB1 (S62): Re-phasing of reduction in Community Grant Funding totalling 35.5% over six financial years from 14/15-19/20	
Lead Assessor	Richard Protheroe		Assessment team
Start date	01/10/14	End date	31/01/15
When will the EqIA be reviewed?	August 2015		Karen Griffiths Emma Barron

Who may be affected by it?	Current recipients of community funding, future applicants, Stevenage residents
What are the key aims of it?	<p>An assessment of community issues and need has re-confirmed the areas below as high priorities that should be addressed through community funding in 2015/16 used to protect front line services that support vulnerable residents in the community.</p> <ul style="list-style-type: none"> • Debt advice and income maximisation • Volunteering • Carers • Services delivered at a community and neighbourhood level • Infrastructure support to voluntary groups. <p>It is proposed that the Community Funding reduction programme be re-phased over 6 years to achieve the agreed 35.5% savings by 2019/20. This significantly mitigates negative impact that was likely from the previously agreed 4 year savings programme.</p> <p>It is proposed to reduce the Community Funding Budget to £271,376 in 2015/16. £160k would continue to be ring fenced in the future for the Citizen's Advice Bureau's financial inclusion services contract. Each of the other organisations in receipt of community funding will be subjected to a 10% reduction in funding for 2015/16.</p> <p>This savings option will affect the council's ability to financially support voluntary and community sector</p>

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	organisations such as community associations, North Herts and Stevenage CVS and Crossroads. Whilst it is not anticipated that this 15/16 reduction will impact the short-term viability of such groups the wider savings programme running until 2019/20 may impact the medium-term stability of such groups.
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What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	The Council requires equalities policies from all community organisations in receipt of Community Funding	Promote equal opportunities	The Council requires equalities policies from all community organisations in receipt of Community Funding	Encourage good relations	The Council works closely with voluntary and community groups and encourages them to work closely together to share best practice, information and efficiencies.

What sources of data / information are you using to inform your assessment?	Financial accounts for all organisations funded within the programme, annual reports and performance deliverables information, site visits from the portfolio holder and officers to determine outputs achieved and where activity might be reduced/removed and ascertain impact of reduction on short-term viability of each organisation.
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In assessing the potential impact on people, are there	<p>Funding allocations to Stevenage CAB and to support carers, volunteer brokerage and infrastructure support will be protected under this proposal, thereby ensuring services to support people from a number of equality groups will continue with little or no impact.</p> <p>The quality and breadth of services offered by CAs varies significantly. Where service and quality variability exists this creates financial risk to those CAs, resulting in an increased risk of its unforeseen closure and subsequently a loss of services provided to local communities. Whilst historically the financial situation of each CA also differed;</p>
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<p>any overall comments that you would like to make?</p>	<p>the Council has worked closely in recent years with the CAs through the Stevenage Community Association Network to encourage sharing of information and practices, good financial practice, building up of reserves and exploring efficiencies. Many of the CAs are therefore in a stronger financial position than in recent years with several developing business plans and forecasting to ensure they are prepared for the planned reduction in community funding and can work towards becoming sustainable in the longer-term.</p> <p>Whilst a reduction in funding to local groups and community centres could impact on people from all equality groups it is not anticipated that a 10% reduction will have a significant impact. Currently Council Officers and the Portfolio Holder are meeting each group in receipt of funding to determine key outputs and the financial situation of those organisations. Any detrimental effect of the reduction will be determined using service user data and an assessment of what existing schemes would be impacted.</p> <p>To help identify any future impact on equality groups, Brief EqIAs can be developed for each community centre as part of their funding allocation agreement and business plan development. This should be undertaken in conjunction with the council's Community Development Team to help identify alternative funding sources.</p>
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	None	Negative impact	<p>Some groups using the community centres will struggle to continue if they are required to pay higher fees to the community centres and pass this on to their service users, in response to the reduction in grant.</p> <p>The Volunteer Centre provides volunteering opportunities to a range of people in the town including young people. The reduction in grant alongside the ending of PRG funding in July 15 will have a negative impact on volunteer brokerage services. The Council will work with the centre to identify alternative funding streams to mitigate this impact.</p>	Unequal impact	<p>There is widespread concern that the reduction in grants will require fees/charges to be raised for the users of the centre. It is felt that this will have a disproportionate effect on the under 5's and the over 60's.</p> <p>Cross roads and Douglas Drive Centre provides services to carers and older people in Stevenage. It is not anticipated that the reduction in grant will have a significant impact as the organisation receives County Council and other monies.</p>
Please evidence the data and information you used to support this assessment			Meetings/visits with each Community Centre and community groups in November-December 2014		
What opportunities are there to promote equality and inclusion?	<p>The community associations and other community groups will be encouraged to seek other sources of income so as to minimise the impact of a loss of grant.</p> <p>If the community centres raise their fees to unaffordable levels the groups using them will be advised of other potential venues.</p>			What do you still need to find out? Include in actions (last page)	None

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Disability e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	None	Negative impact	<p>A number of the community centres and Douglas Drive run support groups for people with disabilities and elderly individuals with restricted movement. The fact that these centres are in their communities and near to their homes is appreciated by the users as many do not have access to a car. If centres raise their booking fees due to a loss of grant these groups may close.</p> <p>As above (Age) it is not anticipated that the reduction will have a significant impact on Crossroads Care or Douglas Drive in 15/16.</p>	Unequal impact	None
Please evidence the data and information you used to support this assessment		Meetings/visits with each Community Centre and community groups in November-December 2014			
What opportunities are there to promote equality and inclusion?		If provision in the community is lost users will be advised of the public transport options to attend support groups at other venues.		What do you still need to find out? Include in actions (last page)	None

Gender reassignment n/a					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment		No impact has been identified.			
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)	

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Marriage or civil partnership – n/a					
Positive impact	Negative impact		Unequal impact		
Please evidence the data and information you used to support this assessment			No impact has been identified		
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)	

Pregnancy & maternity					
Positive impact	None	Negative impact		Unequal impact	None
Please evidence the data and information you used to support this assessment			NCT run a number of groups at one of the centres. In addition there is a breast feeding support group. Any increase in fees necessitated by the reduction in grant may affect the viability of these groups.		
Meetings/visits with each Community Centre in November-December 2014					
What opportunities are there to promote equality and inclusion?		See Age		What do you still need to find out? Include in actions (last page)	
				None	

Race					
Positive impact	None	Negative impact		Unequal impact	None
Please evidence the data and information you used to			Several of the Community Centres are used by local groups to support race and ethnicity groups. For example Groups include an Irish language group, a Gujarati men's group a women's Hindu group etc.. A rise in fees necessitated by the reduction in grant may reduce the regularity with which these groups meet.		
Meetings/visits with each Community Centre in November-December 2014					
				None	

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support this assessment			
What opportunities are there to promote equality and inclusion?	See Age	What do you still need to find out? Include in actions (last page)	None

Religion or belief					
Positive impact	None	Negative impact	A number of faith groups use the centres. The potential impact is the same as that for Age and Race groups.	Unequal impact	None
Please evidence the data and information you used to support this assessment		Meetings/visits with each Community Centre in November-December 2014			
What opportunities are there to promote equality and inclusion?	See Age	What do you still need to find out? Include in actions (last page)	None		

Sex					
Positive impact	None	Negative impact	A number of single sex groups use the centres. See Age for the likely impact.	Unequal impact	None
Please evidence the data and information you used to support this assessment		Meetings/visits with each Community Centre in November-December 2014			
What opportunities are there to promote equality and inclusion?	See Age	What do you still need to find out? Include in actions (last page)	None		

Sexual orientation – N/A e.g. straight, lesbian / gay, bisexual (LGB)					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to		What do you still need to find out?			

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promote equality and inclusion?		Include in actions (last page)	
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Socio-economic³					
e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users					
Positive impact	None	Negative impact	<p>All of the centres responding to the 2013/14 centre managers' survey and through discussions in meetings it has been stated that a cut in community funding may have a significant impact on their centre users, many of whom are unwaged or on low incomes.</p> <p>Any reduction in the volunteer brokerage services in the town may negatively impact on residents seeking experience or re-skilling through volunteer placements.</p>	Unequal impact	The negative impact may be felt disproportionately by deprived families who use the support services provided at the centres more frequently. This would be in the event of reduced services being provided.
Please evidence the data and information you used to support this assessment			Survey of community centre managers undertaken December 2013/January 2014. Meetings/visits with each Community Centre in November-December 2014		
What opportunities are there to promote equality and inclusion?			See Age	What do you still need to find out?	Include in actions (last page)

³Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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Other – N/A				
please feel free to consider the potential impact on people in any other contexts				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)		

What are the findings of any consultation with:

Staff?	N/A	Residents?	The Community Centre's have been asked to survey and consult local users on usage and to obtain equality profiling information on centre users. We anticipate having these results in the New Year.
Voluntary & community sector?	The consultation from January 2014 with Centre managers and from recent officer visits highlights the negative impacts that will be felt by the centres from reduced grants that may in turn lead to higher costs for the users of the centres. Where possible this will be offset by signposting centres to other sources of funding and users to other sources of provision.	Partners?	See above for residents
Other stakeholders?	N/A		

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Summary of draft Equality Impact Assessments

Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	The negative impacts centre on reduced grant leading to higher costs for the users of the centres. Where possible this will be offset by signposting centres to other sources of funding and users to other sources of provision.
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Consider options and agree the policy for allocating funding to community associations in 2016/17	All	Karen Griffiths	March 2015	Will form part of the funding allocation process
Develop Brief EqIAs for each community centre as part of their funding allocation agreement	All	Karen Griffiths	March 2015	Will form part of the funding allocation process
Community Development Officers to support community association management boards in developing outcome focussed business plans	All	Karen Griffiths	March 2015	Will form part of the funding allocation process

Approved by Strategic Director:

Matt Partridge

Date: 25/11/14

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Summary of draft Equality Impact Assessments

Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?	S103: Coreys Mill Lane Pay & Display	What are the key aims of it?	To manage parking provision along Coreys Mill Lane.		
Who may be affected by it?	All members of the public				
Date of full EqIA on service area (planned or completed)	TBC				
Form completed by:	Rob Woodisse Viv Evans	Start date	1 Nov 2013	End date	28 Jan 2014
		Review date	3 Nov 2014		

What data / information are you using to inform your assessment?	<p>Coreys Mill Lane Site Survey. Parking Strategy. Café Choice consultation feedback, 7 December. Demographics of the 23 respondents include:</p> <ul style="list-style-type: none"> • 10 respondents aged 25-64, 13 aged 65+ • One person with a disability • All were White British. 	Have any information gaps been identified along the way? If so, please specify	No
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Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:			
Age	None identified.	Race	None identified.
Disability	Blue Badge holders will be entitled to park for free in P&D bays and are also permitted to park on double yellow lines so will not be adversely affected by these proposals.	Religion or belief	N/A
Gender reassignment	N/A	Sex	N/A
Marriage or civil partnership	N/A	Sexual orientation	N/A

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Pregnancy & maternity	N/A	Socio-economic ⁴	<p>11 Café Choice respondents attend the hospital regularly and so would be impacted by the introduction of parking charges. A further four stated that 'money generally' was a concern for them.</p> <p>Charging for parking can be considered economically detrimental to those who are struggling financially but the charges would remain affordable in relation to those charged within the Lister Hospital car park and in relation to the overall cost of motoring.</p> <p>Pay and Display parking has been in place in the town centre for some years and this has not caused any equality challenges. There are strong bus links to Lister Hospital which may prove to be more cost-effective for people on lower incomes.</p>
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Where there is a likely positive impact , please explain how it will help to fulfil our legislative duties to:					
Remove discrimination & harassment	N/A	Promote equal opportunities	N/A	Encourage good relations	N/A

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
N/A			

Approved by Strategic Director: Peter Bandy

Date: 12/01/15

⁴Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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Full Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

What is being assessed?		PBB1 S159: Removal of the Community Parks Officer post			
Lead Assessor	Julia Hill			Assessment team	Gordon Drake Lee Myers
Start date	30/10/14	End date	13/01/15		
When will the EqIA be reviewed?					

Who may be affected by it?	Friends of Town Centre Gardens, volunteers, park users, North Herts College, community groups
What are the key aims of it?	The Heritage Lottery Fund is providing 2/3rds of the cost of this post until end of June 2015 – SBC funds the remaining amount. When the external funding is no longer available, the Council may not be able to afford to maintain the post entirely.

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment		Promote equal opportunities	<ul style="list-style-type: none"> • Support of NHC adult learners activities within the Gardens • Leading volunteer activity within the Gardens 	Encourage good relations	<ul style="list-style-type: none"> • Support of the Friends of Town Centre Gardens • Support of NHC in their activities within the Gardens • Leading volunteer activity within the Gardens • Delivery of a range of community events and activities throughout the year • Liaise with Police and colleagues in response to ASB issues

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What sources of data / information are you using to inform your assessment?	<ul style="list-style-type: none">• Information about the formal / regular users of the Gardens, including Friends group, Green Space Volunteers, North Herts College, etc.• Feedback from general users of the Gardens
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In assessing the potential impact on people, are there any overall comments that you would like to make?	
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	None	Negative impact	<ul style="list-style-type: none"> Fewer community events and activities aimed at children and young people No educational visit opportunities – schools, cubs, etc Less support for older people’s groups wanting to hold events in the Gardens 	Unequal impact	None
Please evidence the data and information you used to support this assessment			<p>Since this dedicated post has been funded it has delivered around 15 community events a year primarily aimed at children/young people/families. The Friends group aim to deliver 3 events in future.</p> <p>The post holder has also supported older people’s groups, and other community groups in their delivery of 4-6 events a year.</p>		
What opportunities are there to promote equality and inclusion?		The Green Spaces Developments Officer will be able to support the Friends Group and other Community groups, but not to the extent that they have been used to.		What do you still need to find out? Include in actions (last page)	

Disability					
e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	None	Negative impact	<ul style="list-style-type: none"> Less support for adult learners at NHC No future work experience opportunities 	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		The Green Spaces Developments Officer will be able to support NHC, but not to the extent that they have been used to and not for work experience placements.		What do you still need to find out? Include in actions (last page)	

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Gender reassignment					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Marriage or civil partnership					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Pregnancy & maternity					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

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Race					
Positive impact		Negative impact	<ul style="list-style-type: none"> Fewer community events and activities No educational visit opportunities Less support for community groups wishing to hold events in the Gardens 	Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)	

Religion or belief					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)	

Sex					
Positive impact		Negative impact	<ul style="list-style-type: none"> Fewer community events and activities Less support for community groups wishing to hold events in the Gardens 	Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)	

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Summary of draft Equality Impact Assessments

Sexual orientation e.g. straight, lesbian / gay, bisexual					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Socio-economic⁵ e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users					
Positive impact		Negative impact	<ul style="list-style-type: none"> • Fewer opportunities for free community events in the park • Less support for charity events in the Gardens • Fewer opportunities for volunteering within the Gardens • No educational visit opportunities – schools, cubs, etc. 	Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

⁵Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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Summary of draft Equality Impact Assessments

Other					
please feel free to consider the potential impact on people in any other contexts					
Positive impact		Negative impact	There will be no regular presence in the Gardens, and additional litter clearance works to the pond etc will no longer be possible.	Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

What are the findings of any consultation with:

Staff?		Residents?	Consultation undertaken around 2007 identified the desire for a presence in the Gardens. This informed our funding application to Heritage Lottery Fund.
Voluntary & community sector?	The Friends of Town Centre Gardens are aware that the post is currently only funded until June 2015. There has been no formal consultation, but the group are concerned about (1) the resulting lack of support to them, (2) the reduction in future community event opportunities, (3) the lack of future dedicated support in responding to ASB and other issues within the Gardens.	Partners?	
Other stakeholders?			

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Summary of draft Equality Impact Assessments

Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	The Green Spaces Developments Officer will be able to support the Friends Group and other Community groups, but not to the extent that they have been used to.
	2b. Continue as planned	
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Invite suitable volunteers to be trained to lead other volunteers in delivering maintenance activities agreed with Council Officers – this is dependent on support that has been agreed by the Council's insurers.	Promote and encourage	Julia Hill	July 2015	Set up a recruitment and selection process. Thereafter, provide appropriate training for selected volunteers and work with them to deliver agreed objectives.

Approved by Strategic Director: Peter Bandy

Date: 13/01/15