

Full Equality Impact Assessment

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

What is being assessed?		Priority Based Budgeting Savings Proposals: 2015/16			
Lead Assessor	Emma Barron (Co-ordinating)			Assessment team	Richard Protheroe
Start date	25/11/14	End date	12/01/15		Keith Brown
When will the EqIA be reviewed?	N/A				Paul Pinkney
					Lee Myers
					Peter Bandy
					Matt Partridge

Who may be affected by it?	Members of the public, Stevenage residents, partner organisations, various service users, VCS groups, funding recipients, tenants and leaseholders, Members, SBC staff (considered in a separate EqIA)
What are the key aims of it?	To set a balanced budget for the council in 2015/16.

What positive measures are in place to help fulfil our legislative duties to:
Remove discrimination & harassment, Promote equal opportunities and Encourage good relations
<ul style="list-style-type: none"> • (S18) The “In Town” initiative includes reaching out to unemployed people in Stevenage who come from families that have multigenerational unemployment and benefit dependency. • (PBB1 (S62)) The Council requires equalities policies from all community organisations in receipt of Community Funding. The Council works closely with voluntary and community groups and encourages them to work closely together to share best practice, information and efficiencies. • (PBB1 (S62)) 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. If the community centres raise their fees to unaffordable levels the groups using them will be advised of other potential venues. If provision in the community is lost users will be advised of the public transport options to attend support groups at other venues. • (PBB1 (S159)) Support of NHC adult learners activities within the Gardens. Leading volunteer activity within the Gardens. 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. The Green Spaces Developments Officer will be able to support the Friends Group, other community groups and NHC, but not to the extent that they have been used to and not for work experience placements.

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What sources of data / information are you using to inform your assessment?	Individual EqIAs completed by officers and managers, that have been informed by analysis of evidence and data, and that consider consultation feedback.
In assessing the potential impact on people, are there any overall comments that you would like to make?	<p>(S62) 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 no impact.</p> <p>(S62) 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; 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>(S62) 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>(S62) 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		Negative impact	<p>(PBB1 S62) 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. 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> <p>(PBB1 S159) 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>	Unequal impact	<p>(PBB1 S62) 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			<p>(PBB1 S62) Meetings/visits with each Community Centre and community groups in November-December 2014.</p> <p>(PBB1 S159) 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. 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	(PBB1 S62) 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.			What do you still need to find out? Include in	

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inclusion?	<p>If the community centres raise their fees to unaffordable levels the groups using them will be advised of other potential venues.</p> <p>(PBB1 S159) 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.</p>	actions (last page)	
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Disability				
e.g. physical impairment, mental ill health, learning difficulties, long-standing illness				
Positive impact	<p>(S109) 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.</p>	Negative impact	<p>(PBB1 S62) 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> <p>(PBB1 S159) Less support for adult learners at NHC. No future work experience opportunities</p>	Unequal impact
Please evidence the data and information you used to support this assessment		(PBB1 S62) Meetings/visits with each Community Centre and community groups in November-December 2014		
What opportunities are there to promote equality and inclusion?	<p>(PBB1 S62) If provision in the community is lost users will be advised of the public transport options to attend support groups at other venues.</p> <p>(PBB1 S159) 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.</p>	What do you still need to find out? Include in actions (last page)		

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Gender reassignment			
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)	

Marriage or civil partnership – N/A			
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)	

Pregnancy & maternity			
Positive impact		Negative impact	Unequal impact
		(PBB1 S62) 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.	
Please evidence the data and information you used to support this assessment		(PBB1 S62) Meetings/visits with each Community Centre in November-December 2014	
What opportunities are there to promote equality and inclusion?	(PBB1 S62) See Age		What do you still need to find out? Include in actions (last page)

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Race				
Positive impact		Negative impact	<p>(PBB1 S62) 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.</p> <p>(PBB1 S159) Fewer community events and activities. No educational visit opportunities. Less support for community groups wishing to hold events in the Gardens</p>	Unequal impact
Please evidence the data and information you used to support this assessment		(PBB1 S62) Meetings / visits with each Community Centre in November-December 2014.		
What opportunities are there to promote equality and inclusion?	(PBB1 S62) See Age		What do you still need to find out? Include in actions (last page)	

Religion or belief				
Positive impact		Negative impact	<p>(PBB1 S62) A number of faith groups use the centres. The potential impact is the same as that for Age and Race groups.</p>	Unequal impact
Please evidence the data and information you used to support this assessment		(PBB1 S62) Meetings / visits with each Community Centre in November-December 2014.		
What opportunities are there to promote equality and inclusion?	(PBB1 S62) See Age		What do you still need to find out? Include in actions (last page)	

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Sex				
Positive impact		Negative impact	(PBB1 S62) A number of single sex groups use the centres. See Age for the likely impact. (PBB1 S159) 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		(PBB1 S62) Meetings / visits with each Community Centre in November-December 2014.		
What opportunities are there to promote equality and inclusion?	(PBB1 S62) See Age		What do you still need to find out? Include in actions (last page)	

Sexual orientation e.g. straight, lesbian / gay, bisexual				
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)	

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Socio-economic¹					
e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users					
Positive impact		Negative impact	<p>(PBB1 S62) 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. Any reduction in the volunteer brokerage services in the town may negatively impact on residents seeking experience or re-skilling through volunteer placements.</p> <p>(PBB1 S159) 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>	Unequal impact	<p>(PBB1 S62) The negative impact of reduced community centre funding 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.</p>
Please evidence the data and information you used to support this assessment			(PBB1 S62) 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?	(PBB1 S62) See Age		What do you still need to find out? Include in actions (last page)		

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				
please feel free to consider the potential impact on people in any other contexts				
Positive impact		Negative impact	(PBB1 S159) 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)	

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 findings of this overall EqIA do not highlight any disproportionate impact on particular equality groups. There are a number of mitigation actions identified and detailed below, which will help to lessen any anticipated impact on equality groups.
	2c. Stop and remove	

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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?
(PBB1 S62) 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
(PBB1 S62) 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
(PBB1 S62) 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
(PBB1 S159) 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.