

Warwickshire County Council

Equality Impact Assessment for Budget process

Directorate	CWG
Service Area	Community Safety
Policy/Service being affected	Anti-social Behaviour service provided by Warwickshire Police
Is this an investment or proposed saving?	Saving
Is this proposed saving or investment directly linked to another i.e that an investment in a new or existing service relates to a saving in another area? If so please name the linked proposal.	N/A
Who is undertaking this assessment?	Julie Sullivan
Date of this assessment	21/1/11
Signature of completing officer (to be signed after the EIA has been completed)	
Name and signature of Head of Service (to be signed after the EIA has been completed)	
Signature of DMT Equalities Champion (to be signed after the EIA is completed and signed by the completing officer)	
Is your proposal likely to result in complaints from existing services users and/or members of the public? YES/NO	
If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible	

A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to the Directorate Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire
...Putting People First

Form A1

INITIAL SCREENING FOR BUDGET DECISIONS – DO THEY HAVE ANY RELEVANCE OR POSE ANY RISK TO ANY OF THE EQUALITIES GROUPS?



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:	Relevance/Risk to Equalities																				
State the service or proposal being assessed:	Gender inc transgender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Priority status For EIA		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Anti-social behaviour (Police Community Support Officers' element)	✓					✓			✓			✓			✓	✓			✓		
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities																					

For saving proposals complete form A2a below

For investment proposals complete form A2b below

Equality Impact Assessment

Please Explain

<u>Stage 1 – Scoping and Defining</u>			
(1) What are the aims and objectives of service where savings are to be made?	The county’s ASB strategy was designed to steer work across ASB and improve residents’ perceptions of their communities across Warwickshire. The priorities for action are: tackling street level ASB; alcohol; parenting and communities; education/schools; activities for young people; and environmental improvements. PCSOs fit into these priorities.		
(2) How does the service fit with the council’s wider objectives?	This fits with the Council’s 4 th priority of protecting the community and making Warwickshire a safer place to live		
(3) What would have been the expected outcomes of the service? Who would have benefited from the service and in what way?	Anti-social behaviour (ASB) affects the quality of life of citizens, impacts on levels of fear of crime and is linked to several crime types, including criminal damage, arson and harassment. The county’s ASB strategy addresses these areas of concern which have been identified as a high priority for community safety agencies. All residents in Warwickshire would benefit, in particular those currently suffering from ASB in their communities. Interventions would be put in place around the county to reduce ASB, encourage the reporting of ASB incidents and improve residents’ perceptions of their neighbourhoods		
(4) Does this proposed saving have the potential to directly or indirectly discriminate against any particular group or to compound issues of social inequality? Please identify all groups that are affected	RACE	AGE	GENDER inc Transgender
	RELIGION/BELIEF	DISABILITY	SEXUAL ORIENTATION
(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities	Potentially yes, as ASB potentially can affect more disadvantaged communities		

<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the cut to this particular service?	Current information being collected at local level for a review of the way that ASB services operate, has identified alternative ways of working in order to reduce duplication and overlap between agencies whilst improving services to victims of ASB
(2) Have you been able to use any consultation data to help make this decision, if so what?	The ASB review currently underway includes consultation with stakeholders across the county, with further consultation required at the completion of the review.
<u>Stage 3 – Making a Judgement</u>	
(1) From the evidence above is there any adverse or negative impact identified for any particular group?	The impact is likely to be on young people, particularly male, who are often the perpetrators of ASB and on disabled people and those with long term conditions, in specific, often disadvantaged, areas, who are potentially vulnerable to becoming victims of ASB
(2) If there is an adverse impact, can this be justified?	The review of ASB across the county has identified a number of issues, through evidential data, which will be addressed in the near future to address the issues negatively affecting residents
(3) if there is an adverse impact on social inequalities can these be justified?	N/A

(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?	The review of ASB will address those issues				
(5) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Alternative methods of working are already impacting positively on levels of ASB eg local action plans address specific issues with young people to divert them away from ASB				
<u>Stage 4 – Action Planning, Review & Monitoring</u>					
If No Further Action is required then go to – Review & Monitoring (1) Action Planning – Specify any action which could be taken to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	EIA Action Plan				
(2) Review and Monitoring State how and when you will monitor the impact of this proposed saving	Savings will be monitored through DLT				

Action	Lead Officer	Date for completion	Resource requirements	Comments
Low level EIA to be undertaken when the ASB review has been completed	Julie Sullivan	Aug 2011	Within resources	

Please annotate your proposed saving with the following statement:

'An Equality Impact Assessment on this proposed saving was undertaken on (date of assessment) and will be reviewed on date (one years from the date it was assessed)'.

Form A2b – proposed investment

Equality Impact Assessment

Please Explain

Stage 1 – Scoping and Defining			
(1) What are the aims and objectives of the proposed investment?			
(2) How does the investment fit with the council's wider objectives?			
(3) What are the expected outcomes of the investment?			
Who is intended to benefit and in what way?			
(4) Does this investment have the potential to directly or indirectly discriminate against any particular group?	RACE	AGE	GENDER
Please identify all groups that are affected	RELIGION/BELIEF	DISABILITY	SEXUAL ORIENTATION
(5) Are there any positive impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities			
(6) Are there any obvious barriers to accessing the service provided through the investment?			
(7) How does the investment contribute to promotion of equality and/or reduction of social inequalities?			

(8) Does the investment have the potential to promote good relations between groups?

Stage 2 - Information Gathering

(1) What type and range of evidence or information have you used to help you make a judgement about the proposal?

(2) What consultation data has been used? What new consultation, if any, do you need to undertake?

Stage 3 – Making a Judgement

(1) From your data and consultations is there any adverse or negative impact identified for any particular group?

Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities

(2) If there is an adverse impact, can this be justified?

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?																										
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?																										
<u>Stage 4 – Action Planning, Review & Monitoring</u>																										
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the proposal to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EIA Action Plan</p> <table border="1" data-bbox="779 759 2040 991"> <thead> <tr> <th>Action</th> <th>Lead Officer</th> <th>Date for completion</th> <th>Resource requirements</th> <th>Comments</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td><td> </td></tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments																				
Action	Lead Officer	Date for completion	Resource requirements	Comments																						
(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan																										

Please annotate your policy with the following statement:

‘An Equality Impact Assessment on this proposed investment was undertaken on (date of assessment) and will be reviewed on date (one year from the date it was assessed)’.