

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			
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Reduction in staffing of the in-house audit and risk assurance service	✓					✓			✓			✓			✓			✓			✓	
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

Form A2a – proposed savings

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?	To assist the Council to maintain a sound system of internal control and manage its significant business risks.		
(2) How does the service fit with the council's wider objectives?	The service is integral to the sound functioning of the Council and the delivery of all its services.		
(3) What would have been the expected outcomes of the service? Who would have benefited from the service and in what way?	<ul style="list-style-type: none"> • Strong corporate governance structures and framework in place • Robust risk management arrangements in place • Corporate governance is understood and is firmly embedded in the behaviour and activities of officers and members • Robust and effective regulatory compliance framework • Effective use of Council resources • Efficient and sound decision making process across the Council. • The beneficiaries of the services are ultimately the public of Warwickshire. 		
(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
	X	X	X
	RELIGION/BELIEF	DISABILITY	SEXUAL ORIENTATION
	X	X	X
(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities	No		

<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?	Reference to the management information relating to this service area. Review of structural proposals for this area of the Law & Governance Division, including proposals to create a specialist Investigations Unit within the Risk and Assurance team which would remove the burden and time currently spent by managers across all Directorates on internal investigations, thereby releasing capacity and providing the opportunity for some efficiency savings across the Council. Assessing the level and nature of the service provided with the service manager.
(2) Have you been able to use any consultation data to help make this decision, if so what?	Consultation/discussions with relevant service manager and other in-house staff.
<u>Stage 3 – Making a Judgement</u>	
(1) From the evidence above is there any adverse or negative impact identified for any particular group?	No – the gender split within this section is largely female, however, the intention is to make the staffing reductions by not filling vacancies. The scope of the Annual Internal Audit Plan would be reduced which has the potential to expose the Council to greater risk. However this does not impact on any particular group.
(2) If there is an adverse impact, can this be justified?	N/A
(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?	None				
(5) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	No				
<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	DLT monitors savings proposals and implementation on a regular basis.				

Action	Lead Officer	Date for completion	Resource requirements	Comments

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?			

<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 proposal?	
(2) What consultation data has been used? What new consultation, if any, do you need to undertake?	
<u>Stage 3 – Making a Judgement</u>	
(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?

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(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.

EIA Action Plan

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)’.