

Warwickshire County Council

Equality Impact Assessment for Budget process

Directorate	Resources
Service Area	Corporate Finance / Local Financial Services
Policy/Service being affected	As above
Is this an investment or proposed saving?	Savings proposal
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.	Not applicable
Who is undertaking this assessment?	Joanna Rhodes
Date of this assessment	10 th January 2011
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?	
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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
RE-FI-01 & RE-FI-03 - Financial process efficiencies and reductions in financial support	✓																				
RE-FI-04, - Shared financial services																					
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?	Financial process efficiencies - savings will result from the implementation of new corporate financial systems and the upgrade/development of supporting systems. In addition savings may have to be made by reductions in financial support to both members and managers. Some savings may be made through sharing services with other local authorities.		
(2) How does the service fit with the council’s wider objectives?	The proposed savings are the services contribution to the overall target and fit with the council’s objectives of becoming leaner.		
(3) What would have been the expected outcomes of the service? Who would have benefited from the service and in what way?	The overall objective is to deliver as close as possible to the same service outcomes as at present (good financial management within the authority) but at lower cost.		
(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 Not applicable	AGE Not applicable	GENDER inc Transgender Not applicable
	RELIGION/BELIEF Not applicable	DISABILITY Not applicable	SEXUAL ORIENTATION Not applicable
	No direct impacts. The changes will mean a loss of posts. The Service does has a gender bias (a disproportionate number of women) and given that the savings arise from staffing reduction that will have a greater impact on women rather than men. However, the mitigation employed by the use of corporate arrangements should be reasonable in the circumstances and the reduction in staffing numbers will be managed in accordance with corporate processes to guard against any negative equalities impacts.		

(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically 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 staffing profile.
(2) Have you been able to use any consultation data to help make this decision, if so what?	Not applicable
<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 changes will mean a loss of posts.
(2) If there is an adverse impact, can this be justified?	The reduction in posts can be justified on the grounds of the need for efficiencies to meet overall savings targets and to maximise the funding used to provide direct services to communities.
(3) if there is an adverse impact on social inequalities can these be justified?	Not applicable

(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?	The reduction will be managed in accordance with corporate processes to guard against any equalities impacts.				
(5) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Not applicable				
<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	Impact monitored through standard HR monitoring.				
	Action	Lead Officer	Date for completion	Resource requirements	Comments
	Follow corporate processes in reducing staff numbers	John Betts, Joanna Rhodes	As required	HR support	N/a

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?																										
<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"> <thead> <tr> <th data-bbox="763 759 1032 836">Action</th> <th data-bbox="1032 759 1285 836">Lead Officer</th> <th data-bbox="1285 759 1538 836">Date for completion</th> <th data-bbox="1538 759 1792 836">Resource requirements</th> <th data-bbox="1792 759 2045 836">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)’.