

Warwickshire County Council

Equality Impact Assessment for Budget process

Directorate	Customers, Workforce and Governance
Service Area	Customer Relations Team and Equalities Team
Policy/Service being affected	Generation of additional income through traded services
Is this an investment or proposed saving?	Investment
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.	No
Who is undertaking this assessment?	Tejay de Kretser & Karen Smith
Date of this assessment	17 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)	Kate Nash
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? <div style="text-align: center; margin-left: 300px;">NO</div>	
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

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			
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Additional income generation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
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?			
(2) How does the service fit with the council's wider objectives?			
(3) What would have been the expected outcomes of the service? Who would have benefited from the service and in what way?			
(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			

<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?	
(2) Have you been able to use any consultation data to help make this decision, if so what?	
<u>Stage 3 – Making a Judgement</u>	
(1) From the evidence above is there any adverse or negative impact identified for any particular group?	
(2) If there is an adverse impact, can this be justified?	
(3) if there is an adverse impact on social inequalities can these be justified?	

(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?

(5) 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

EIA Action Plan

(1) Action Planning – Specify any action which could be taken to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

Action	Lead Officer	Date for completion	Resource requirements	Comments

(2) Review and Monitoring

State how and when you will monitor the impact of this proposed saving

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?	This proposal is not an investment as such but a requirement that both the Customers Relations Team and the Equalities Team generate additional income through external contracts		
(2) How does the investment fit with the council's wider objectives?	This fits with WCC's 'raising income' priority, this is a core part of the authority's vision outlined in 'facing the challenge'		
(3) What are the expected outcomes of the investment? Who is intended to benefit and in what way?	<p>The expected outcomes include:</p> <ul style="list-style-type: none"> * increasing the quality and responsiveness of services in investigation customer complaints * increasing the quality and responsiveness of services in relation to equalities * increasing income to WCC <p>The beneficiaries are intended to be:</p> <ul style="list-style-type: none"> * staff and customers in receiving support from the services * WCC in having additional income which can be utilised in delivering its services 		
(4) Does this investment have the potential to directly or indirectly discriminate against any particular group? Please identify all groups that are affected	RACE	AGE	GENDER
	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	The nature of the services themselves means that the increase in their trading will have positive impacts on social inequalities issues e.g. in resolving complaints from vulnerable adults or in ensuring the needs of disabled people are understood in delivering services		

(6) Are there any obvious barriers to accessing the service provided through the investment?	No other than the services are currently limited to WCC and to those agencies who currently have contracts for service delivery. The ability to deliver the investment also relies on the securing of the external contracts – in the current economic environment there is both an opportunity through shared service provision but also a risk through the reduction in public sector grants.
(7) How does the investment contribute to promotion of equality and/or reduction of social inequalities?	The contribution is through the wider influence of both services should they secure additional external work/contracts. This will support the development of improved knowledge and understanding across agencies and therefore improve the outcomes they achieve for customers
(8) Does the investment have the potential to promote good relations between groups?	Potentially depending on which agencies the contracts are with
<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?	The nature of the proposal means there is little evidence which can be gathered or used
(2) What consultation data has been used? What new consultation, if any, do you need to undertake?	none
<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	No

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

n/a

(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?	The delivering of additional services has the potential to deliver a positive impact to those who will receive the support and their staff and customers.																									
<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>No further action required</p> <p>EIA Action Plan</p> <table border="1" data-bbox="779 759 2042 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	Review to be undertaken as additional trading is secured																									

‘An Equality Impact Assessment on this proposed investment was undertaken on 17th January 2011 and will be reviewed on date (one year from the date it was assessed)’.