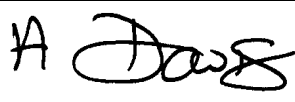

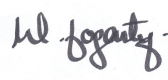


Warwickshire County Council

Equality Impact Assessment for Budget process

Directorate	Partnerships & Performance Unit
Service Area	Cross Unit
Policy/Service being affected	Consultation
Is this an investment or proposed saving?	Income Generation
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.	The bulk of our consultation activities that we carry out in PPU are commissioned by our customers, and are linked through to those identified by the work of the Corporate Consultation Lead in WCC, and also the Warwickshire Joint Consultation Group representing our public and voluntary sector partners.
Who is undertaking this assessment?	Andy Davis
Date of this assessment	13/01/2011
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)	Monica Fogarty 
Signature of DMT Equalities Champion (to be signed after the EIA is completed and signed by the completing officer)	Monica Fogarty 
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

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			
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Income generation through charging for consultation activities	✓			✓			✓			✓			✓			✓			✓			
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?	Aims of PPU-02 are to generate further income through charging for consultation and engagement activities.		
(2) How does the investment fit with the council’s wider objectives?	<p>The Council has statutory duties around fully involving and engaging communities in Warwickshire. To carry out these duties the Council has agreed a corporate Consultation Strategy, and there is wider co-ordination of consultation activities generally that take place across the Council.</p> <p>The corporate lead for Consultation and Engagement lies within the Customers Workforce & Governance Directorate. The Observatory acts as a contractor in relation to a number of the councils’ and partners consultation activities, providing the skills and expertise to carry out consultations, providing analysis of the results, and the presentation of the findings.</p>		
(3) What are the expected outcomes of the investment? Who is intended to benefit and in what way?	We are aware of examples of where consultation has taken place in a fairly uncoordinated and/or inconsistent fashion. Charging our customers for our services could help rationalise the amount of consultation taking place, but more importantly, help to provide much greater and better focus to it, so that standards can improve, and the consultations that do take place reflect and engage with all communities in Warwickshire.		
(4) Does this investment have the potential to directly or indirectly discriminate against any particular group?	RACE Y	AGE Y	GENDER Y

Please identify all groups that are affected	RELIGION/BELIEF Y	DISABILITY Y	SEXUAL ORIENTATION Y
(5) Are there any positive impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities	As outlined in Q3.		
(6) Are there any obvious barriers to accessing the service provided through the investment?	The main barrier to accessing the service will be the ability to pay for the service. There is a risk that this deters some customers from carrying out consultations, which may affect the extent to which we consult with some of our communities over time.		
(7) How does the investment contribute to promotion of equality and/or reduction of social inequalities?	It is envisaged that taking a more structured and targeted approach to consultation, we can encourage our customers to potentially cut back on the overall quantity of consultations that take place, but at the same time improve the quality and importantly the range of communities and groups that consultation takes place with. This includes considering new and different approaches and techniques to consultation which promote greater equality and inclusion.		
(8) Does the investment have the potential to promote good relations between groups?	A more professional approach to consultation, coupled with better co-ordination of consultation channelled through the Corporate Consultation Officer, and our Consultation Strategy, should foster an overall better framework within which we consult and engage with and between all of our communities.		
<u>Stage 2 - Information Gathering</u>			

<p>(1) What type and range of evidence or information have you used to help you make a judgement about the proposal?</p>	<p>In the Observatory we have a wealth of data about communities and localities across the County. However, there are some areas where there is a recognised lack of data and intelligence, about some of our communities, groups, or local areas. These include disability, sexual orientation, and religion.</p> <p>Over time, we would like to use the findings from the Council’s consultation and engagement to enhance and increase our knowledge and intelligence relating to these, particularly in the absence of more ‘standard’ widely available data. This should contribute to our wider evidence base and understanding that can be used by both the County Council and its partners.</p>
<p>(2) What consultation data has been used? What new consultation, if any, do you need to undertake?</p>	<p>The Corporate Consultation Lead is currently managing a project to explore new and innovative ways of consultation for the future. The Observatory is providing input to this project, and we are very keen on seeing some of the potential options that emerge. We will need to ensure that where new methods and techniques for consultation are adopted they do so with a view to widening participation and inclusion.</p>
<p><u>Stage 3 – Making a Judgement</u></p>	
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>There are potential adverse effects for all groups potentially, in that we move towards charging for our consultation services, and there may be instances where customers are unable to pay for the service. However, greater charging for consultation should bring into play greater focus to consultation activities that do take place.</p> <p>As outlined in Section 2, there are some areas where we currently have a complete absence of data about groups and communities, and this may well be hiding needs not being met through the service delivery of both the council and also other public sector agencies in the County. This is a key ‘gap’ for the Council to address.</p>

(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?	We are seeking to promote standards around consultation which are adopted through the Corporate Consultation Strategy. This will have a positive impact, particularly in ensuring that greater consistency is applied when consultations are commissioned and carried out.																									
<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="779 906 2040 1139"> <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	We will review the EIA annually, to include how the Corporate Consultation Strategy is addressing our consultation and engagement with all groups and communities in Warwickshire.																									

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)'.