



Warwickshire County Council

Equality Impact Assessment for Budget process

Directorate	Partnership and Performance Unit
Service Area	Cross Unit
Policy/Service being affected	All Service Areas
Is this an investment or proposed saving?	Proposed 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.	Linked to the Savings Proposals PPU-01, PPU-02, PPU-03
Who is undertaking this assessment?	Simon Robson
Date of this assessment	14th January 2011
Signature of completing officer (to be signed after the EIA has been completed)	Simon Robson
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



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-patterned working arrangements in PPU	✓			✓			✓			✓			✓			✓			✓			
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities NO																						✓

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?	<p>The Partnership and Performance Unit was established in 2009 to:</p> <ul style="list-style-type: none">• Align the partnership and performance functions for the whole of the Council• Secure a performance improvement model for delivering outcomes through partnerships• Focus on a more corporate and rigorous performance management approach• Ensure accountability through leading the performance of the overall public sector activity in Warwickshire• Ensure an evidence-based approach to service planning• Negotiate and deliver improved outcomes through working with senior officers, politicians and leaders from other public agencies.
(2) How does the service fit with the council's wider objectives?	<p>The Unit is resolutely focused on working together with our partners at a Warwickshire and sub regional level to deliver improved outcomes for the people of Warwickshire in line with our corporate priorities, supporting themes and Warwickshire SCS.</p>
(3) What would have been the expected outcomes of the service? Who would have benefited from the service and in what way?	<p>Key Outcomes for the Unit were as follows:</p> <ul style="list-style-type: none">• To deliver key service enhancements which directly support our corporate priorities.• Enhancements to our approach to performance management putting elected Members at the forefront for driving improvement• Progressing partnership and evidence based decision making• The delivery of a robust external inspection framework for Warwickshire• The development of an agreed vision for partnership working that focuses on real outcomes for local people• The attainment and priorities for partnership resources• The establishment of mechanisms to deliver robust evidence based decision making in Warwickshire

<p>(4) Does this proposed saving have the potential to directly or indirectly discriminate against any particular group or to compound issues of social inequality?</p> <p>Please identify all groups that are affected</p>	RACE	AGE The age range for the Unit is fairly mixed with a fairly balanced range of ages. However there is a significant proportion of staff in the older brackets which could mean that older people are more adversely affected.	GENDER inc Transgender There are a higher percentage of females in the Unit which increases the risk that the female workforce may be adversely affected.
	RELIGION/BELIEF	DISABILITY	SEXUAL ORIENTATION
<p>(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities</p>	NO		
<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 cut to this particular service?</p>	Request to consider changing working patterns has been made available to staff in the Unit as part of a coordinated communication to all staff in the Authority by the respective Strategic Director/Assistant Chief Executive. As a relatively small Unit of just under 40 staff there is a budgetary pressure to save 30% of the overall budget which is predominately made up of salary and related costs.		
<p>(2) Have you been able to use any consultation data to help make this decision, if so what?</p>	This is a corporate offer available to all staff and it is for the relevant Head of Service and Strategic Director to approve all requests to change working hours therefore use of consultation data is not applicable.		
<u>Stage 3 – Making a Judgement</u>			
<p>(1) From the evidence above is there any adverse or negative impact identified for any particular group?</p>	This is not a compulsory request, it is voluntary thus enabling people to make choices and decisions about their working patterns to enhance their work life balance and accommodate their personal circumstances.		

(2) If there is an adverse impact, can this be justified?	This is based on individual choice and people will make decisions which are advantageous to their personal circumstances. There is little scope to revise the proposals, the efficiency savings have to be achieved for the Organisation.
(3) if there is an adverse impact on social inequalities can these be justified?	This is based on individual choice and people will make judgements. There is little scope to revise the proposals, the efficiency savings have to be achieved.

<p>(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>	<p>The combined benefit of the PPU Savings Plans are about meeting the overall saving targets for the Unit, the savings achieved through re-patterned working arrangements is one part of the overall strategy to achieve the overall savings targets. The other contributing areas are as follows:</p> <ul style="list-style-type: none"> - Generating additional income from consultation activity - Transformation of the performance and improvement Division - Non staff savings realised through the dismantling of the national inspection and audit regime
<p>(5) Is there any positive impact?</p> <p>Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<p>People have exercised a choice to change their working patterns and hours which produces a positive impact on their work life balance and harnesses some financial savings for the Organisation together with any add on costs.</p>
<p><u>Stage 4 – Action Planning, Review & Monitoring</u></p>	

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

'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**)'. *what dates do we need to add?*

Action	Lead Officer	Date for completion	Resource requirements	Comments
Monitor take up and analyse of the different groups which have taken up the offer and identify any emerging themes	Simon Robson	Take up reviewed on a quarterly basis	N/A	
If any patterns emerging explore/review any difficulties this may pose.	Simon Robson	Reviewed on a quarterly basis	N/A	

(2) Review and Monitoring

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

Quarterly basis

Please annotate your proposed saving with the following statement:

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 N	AGE N	GENDER N
Please identify all groups that are affected	RELIGION/BELIEF N	DISABILITY N	SEXUAL ORIENTATION N
(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)’.