

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			
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Restructure of Community Safety & Localities – Management and teams	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
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

Stage 1 – Scoping and Defining

(1) What are the aims and objectives of service where savings are to be made?

The aims are:

To ensure that Warwickshire is a safer and healthier place for all by delivering clear strategies aimed at preventing harm and abuse, reducing risk and increasing confidence that people can go about their daily lives without fear.

To improve responsiveness to the needs of communities by:

- **Developing localised community plans to support communities to meet their needs**
- **Engaging with communities and customers and using feedback to improve service delivery**
- **Ensuring the delivery of services together with a range of partners and external agencies**

(2) How does the service fit with the council's wider objectives?

The services concerned deliver the wider specific aim of: improving levels of safety in our communities and on our roads.

They also contribute to the achievement of the council's vision of: working in partnership to put customers first, improve services and lead communities

<p>(3) What would have been the expected outcomes of the service?</p> <p>Who would have benefited from the service and in what way?</p>	<p>Target outcomes include: Reductions in violent crime including domestic abuse Reductions in anti-social behaviour Reductions in substance misuse Improved levels of volunteering Improved levels of community cohesion Achievement of Excellent status for Equalities Etc</p> <p>I do not expect the achievement of these targets to be adversely affected by these proposals</p> <p>All citizens of Warwickshire benefit from these services through improved levels of safety and engagement.</p>		
<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>	<p>RACE</p> <p>No</p>	<p>AGE</p> <p>Yes</p>	<p>GENDER inc Transgender</p> <p>No</p>
	<p>RELIGION/BELIEF</p> <p>No</p>	<p>DISABILITY</p> <p>No</p>	<p>SEXUAL ORIENTATION</p> <p>No</p>
<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>	<p>No</p>		
<p><u>Stage 2 - Information Gathering</u></p>			
<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>	<p>I have used my professional judgement. Having observed the teams concerned for over two years, it is my view that there is scope for reducing both management and administration with adversely impacting upon service delivery. It is also my view that any alternatives would affect front line service delivery in an unacceptable way.</p>		

(2) Have you been able to use any consultation data to help make this decision, if so what?	No
<u>Stage 3 – Making a Judgement</u>	
(1) From the evidence above is there any adverse or negative impact identified for any particular group?	People over 55
(2) If there is an adverse impact, can this be justified?	Yes, as some are seeking retirement
(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?	Not applicable				
(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	At every stage of implementation** process a review will be undertaken.				

Action	Lead Officer	Date for completion	Resource requirements	Comments
Implementation of fair selection processes for all decisions relating to potential redundancies	Kate Nash	2013	No	Need to work closely with HR Advisory Service to ensure this happens

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?

Stage 2 - Information Gathering

(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?

Stage 3 – Making a Judgement

(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" data-bbox="779 759 2040 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																										

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)’.