

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



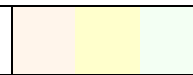
Low or no relevance/ priority

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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reduced Management Costs (salaries, accommodation etc) by 1 4 2013 to achieve savings of £150,371			X			X			X			X			X			X			X
Corporate Consultation and Engagement (reduced resources available to undertake consultation work) to achieve savings of £10,000 in 2011/12		X			X			X			X			X			X			X	
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged																					

communities - There is a risk of this occurring and steps will be taken to mitigate the risk – e.g. by ensuring that the reduction management costs does not adversely affect our capacity to support disadvantaged groups and 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?	To empower and engage local communities through community forums and service localisation ; to ensure effective community leadership by councillors and others; to support local community and social action; to ensure effective consultation and engagement is undertaken by the council; to deliver effective local partnership working		
(2) How does the service fit with the council’s wider objectives?	The service fits well with and underpins all of 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?	Empowered and engaged local communities; effective community leadership by councillors and others; a vibrant and effective 3 rd sector; High quality consultation and engagement that influences effective fair and efficient service delivery		
(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 No	AGE No	GENDER inc Transgender No
	RELIGION/BELIEF No	DISABILITY No	SEXUAL ORIENTATION No
(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities	There is the potential to negatively impact on geographically disadvantaged communities and communities of interest through a potential dilution of the level of support available to them		

<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?	We have considered a range of evidence including Quality of Life reports, Index of Multiple Deprivation and our own service knowledge and experience. The cut is fiscally driven and we will take all available actions when implementing the cut to mitigate its effects on disadvantaged communities and groups
E have s(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?	There is the potential for adverse or negative impact on communities and groups that are disadvantaged whether by issues of social inequality or geography (e.g. urban and rural deprivation) as the level of service available to them may reduce
(2) If there is an adverse impact, can this be justified?	Any adverse impact cannot in itself be justified – steps must be taken in the implementation of the cut to mitigate the potential for adverse impact.
(3) if there is an adverse impact on social inequalities can these be justified?	Any adverse impact cannot in itself be justified – steps must be taken in the implementation of the cut to mitigate the potential for adverse impact.

<p>(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>	<p>The main action to be taken will be to re-prioritise our working priorities and activities to by achieving a greater focus on disadvantaged communities and groups at the expense of more advantaged communities and groups</p>																								
<p>(5) Is there any positive impact?</p> <p>Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<p>Potentially, it may be possible, through a more focused approach, to deliver a service which has a greater focus on disadvantaged groups and communities than is currently the case.</p>																								
<p><u>Stage 4 – Action Planning, Review & Monitoring</u></p>																									
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any action which could be taken 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="779 715 2040 1238"> <thead> <tr> <th data-bbox="784 719 1032 791">Action</th> <th data-bbox="1039 719 1283 791">Lead Officer</th> <th data-bbox="1290 719 1534 791">Date for completion</th> <th data-bbox="1541 719 1785 791">Resource requirements</th> <th data-bbox="1792 719 2036 791">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="784 796 1032 978">Rigorous service planning in respect of Area Teams</td> <td data-bbox="1039 796 1283 978">Nick Gower Johnson</td> <td data-bbox="1290 796 1534 978">September 2012</td> <td data-bbox="1541 796 1785 978">None</td> <td data-bbox="1792 796 2036 978">The cut is profiled to be delivered by April 2013</td> </tr> <tr> <td data-bbox="784 983 1032 1165">Revised consultation and engagement programme</td> <td data-bbox="1039 983 1283 1165">Nick Gower Johnson with the Corporate Consultation Group</td> <td data-bbox="1290 983 1534 1165">June 2013</td> <td data-bbox="1541 983 1785 1165">None</td> <td data-bbox="1792 983 2036 1165">The cut is profiled to be delivered in 2011/12</td> </tr> <tr> <td data-bbox="784 1169 1032 1238"></td> <td data-bbox="1039 1169 1283 1238"></td> <td data-bbox="1290 1169 1534 1238"></td> <td data-bbox="1541 1169 1785 1238"></td> <td data-bbox="1792 1169 2036 1238"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	Rigorous service planning in respect of Area Teams	Nick Gower Johnson	September 2012	None	The cut is profiled to be delivered by April 2013	Revised consultation and engagement programme	Nick Gower Johnson with the Corporate Consultation Group	June 2013	None	The cut is profiled to be delivered in 2011/12					
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<p>(2) Review and Monitoring</p> <p>State how and when you will monitor the impact of this proposed saving</p>	<p>This will be achieved through regular management meetings, and in regular discussions with the Head of Service</p>																								

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?

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)’.