

## Warwickshire County Council

### Equality Impact Assessment for Budget process

|   |  |
|---|--|
| <b>Directorate</b>  | <b>CWG</b>   |
| <b>Service Area</b>   | <b>Community Safety and Localities</b>                     |
| <b>Policy/Service being affected</b>  | <b>Voluntary and community sector and community grants</b> |
| <b>Is this an investment or proposed saving?</b>  | <b>Saving</b>  |
| <b>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.</b> | <b>No.</b>   |
| <b>Who is undertaking this assessment?</b>  | <b>Nick Darwen<br/>Voluntary Sector Relations Manager</b>  |
| <b>Date of this assessment</b>  | <b>20<sup>th</sup> January 2011</b>                        |
| <b>Signature of completing officer (to be signed after the EIA has been completed)</b>  |  |
| <b>Name and signature of Head of Service (to be signed after the EIA has been completed)</b>  | <b>Kate Nash</b>   |
| <b>Signature of DMT Equalities Champion (to be signed after the EIA is completed and signed by the completing officer)</b>  |  |
| <b>Is your proposal likely to result in complaints from existing services users and/or members of the public? Possible.</b>   |  |
| <b>If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible</b>  |  |

**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 |   |   |   |   |   |   |  |  |
|  | ✓                            | ✓ | ✓ | ✓    | ✓ | ✓ | ✓          | ✓ | ✓ | ✓                  | ✓ | ✓ | ✓               | ✓ | ✓ | ✓   | ✓ | ✓ | ✓                       | ✓ | ✓ | ✓ | ✓ | ✓ |   |  |  |
| Community support services   | ✓                            |   |   | ✓    |   |   | ✓          |   |   | ✓                  |   |   | ✓               |   |   | ✓   |   |   | ✓                       |   |   | ✓ |   |   | ✓ |  |  |
| Financial Inclusion and Advice Services  | ✓                            |   |   | ✓    |   |   | ✓          |   |   | ✓                  |   |   | ✓               |   |   | ✓   |   |   | ✓                       |   |   | ✓ |   |   | ✓ |  |  |
| Community Grants   | ✓                            |   |   | ✓    |   |   | ✓          |   |   | ✓                  |   |   | ✓               |   |   | ✓   |   |   | ✓                       |   |   | ✓ |   |   | ✓ |  |  |
| 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**

The proposal is:

- (a) to reduce the budget for community support services and independent advice services over a two year period from £893,521 to £614,779
- (b) to reduce funding available for local community projects from £633,818 to £353,994

To re-shape services and integrate with other funding streams to minimise the impact on front-line delivery.

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

(a) Funding for Warwickshire Community And Voluntary Action, Warwickshire Race Equality Partnership, Warwickshire Rural Community Council and Warwickshire Association of Local Councils is designed to build the capacity of civil society organisations, and to enable the Council and public sector partners to engage with community interests.

(b) Funding for Warwickshire’s Citizens Advice Bureaux and Employment Rights Service is designed to support people in need of independent advice. This is a generalist service, although the majority of enquiries relate to welfare and debt issues.

(c) Funding for local community projects is designed to support local community initiatives and/or projects which help to meet local strategic priorities.

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

These services contribute directly to the Council’s priority 3: to develop sustainable places and 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>We are not planning to discontinue these services, but to support a transition to new models of delivery and more focused activity within the reduced budget.</p> <p>The expected outcomes remain:</p> <ol style="list-style-type: none"> <li>1. People have access to independent advice services and are supported to deal with financial problems.</li> <li>2. People running local community projects are supported to develop their activities</li> <li>3. BME groups (and other disadvantaged groups) are supported in their engagement with public sector agencies.</li> </ol> |                            |  |
| <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>✓</p>   | <p>AGE</p> <p>✓</p>        | <p>GENDER inc Transgender</p> <p>✓</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>RELIGION/BELIEF</p> <p>✓</p>  | <p>DISABILITY</p> <p>✓</p> | <p>SEXUAL ORIENTATION</p> <p>✓</p>     |
| <p><b><u>Stage 2 - Information Gathering</u></b></p>  | <p>Reductions in advice services would make it harder for people in financial difficulties to access support.</p> <p>Reductions in community support services may also make it harder to build community capacity in disadvantaged areas.</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>The cut is fiscally driven and it is simply not possible to maintain current levels of funding within the overall budget available to the Community Safety &amp; Localities Service.</p> <p>Our knowledge of the impact of cuts is based on discussions with the affected agencies, and performance data.</p> <p>The impacts relating to these services are complex, as they are supported by multiple local and national funding streams.</p> |
| <p>(2) Have you been able to use any consultation data to help make this decision, if so what?</p>   | <p>We discussed the situation with all affected organisations, but we have not undertaken any formal consultation.</p>  |
| <p><b>Stage 3 – Making a Judgement</b></p>   |   |
| <p>(1) From the evidence above is there any adverse or negative impact identified for any particular group?</p>                                | <p>Yes – in the context of reduced budgets, we will need to move away from resourcing support services for specific communities of interest, to funding more generalist community support services. This will specifically mean a reduction in funding available to meet the specific needs of BME communities and rural communities.</p>   |
| <p>(2) If there is an adverse impact, can this be justified?</p>   | <p>Yes – we need to make the best use of available resources for the benefit of all communities, and with a focus on the most disadvantaged.</p>  |
| <p>(3) if there is an adverse impact on social inequalities can these be justified?</p>  | <p>As far as possible, we are aiming to mitigate any impact on social inequalities through the more focussed use of available funding into the future.</p>  |

|  |   |
|--|---|
| <p>(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>   | <p>We are undertaking the following actions:</p> <ol style="list-style-type: none"> <li>1. Working with the existing providers to enable remodelling of services to enable more focussed activity, greater proportion of expenditure on front-line services, and explore other avenues to make savings or generate resources.</li> <li>2. Integrating with other public sector funding being used for similar purposes.</li> <li>3. Clearly defining outcomes to ensure expenditure is focussed on communities of greatest need.</li> <li>4. Agreeing a new formula to ensure that community grants are focussed on greatest need.</li> </ol> |
| <p>(5) Is there any positive impact?</p> <p>Does it promote equality of opportunity between different groups and actively address discrimination?</p>  | <p>Yes – we hope to develop fit for purpose services, a more balanced and integrated approach to equalities, and greater community involvement in the governance of these services.</p>   |
| <p><b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b></p>  |   |
| <p>If No Further Action is required then go to – Review &amp; 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>We are developing an action plan for the reconfiguration of these services, and this will be available by 1<sup>st</sup> April 2011. The Council's Lead Officer Equalities &amp; Diversity will be fully involved in planning for the new services.</p>  |
| <p>(2) Review and Monitoring</p> <p>State how and when you will monitor the impact of this proposed saving</p>   | <p>On an on-going basis through discussions with all stakeholders around the re-shaping of these services.</p> <p>Progress/Impact reports will be provided in October 2011 and March 2012.</p>  |

