

Equality Impact Assessment



Assessment Of: Voluntary Sector Funding report for Executive	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Community Services and Improvement	Assessment carried out by: Rebecca Hewitt
Service Area: Community Safety and Safeguarding	Job Role: Community Safety and Safeguarding Manager
Version / Date Of Sign Off By Director: V1 13 th January 2022	

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The report proposes a policy framework and recommended approach for the Councils funding contributions to the voluntary sector. The work behind the report was undertaken by a task and finish group of the Overview and Scrutiny Committee. Part of the review was in place to ensure a wider cross section of the voluntary sector could have the potential to access funding support from the council.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community	<input type="checkbox"/> Teignbridge workforce
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1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No [please select]
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The funding is directed to the voluntary sector and a number of the current beneficiaries of the funding support those with protective characteristics.

The following areas of the report, if supported, have the potential to have a positive impact on equality and diversity. Relevant sections of the report are pasted below

3.1 The Teignbridge Voluntary Sector funding programme recognises the positive impact of the voluntary sector in supporting the Council to achieve its strategic objectives.

The funding programme will

- ensure that spend in the voluntary sector aligns with the Council's strategic objectives
- ensure that all spend is transparent and published annually on the Council's website
- maximise the value of the Council's spending by being clear about required outcomes
- only be provided where it is demonstrated that a defined and positive impact will be delivered to the community or identified section of it.
- evidence actual outcomes

4.2.1 A Voluntary Sector Small Grant Scheme be created to support community groups and voluntary organisations to address the key outcomes of

- Alleviating poverty
- Promoting health and wellbeing
- Enabling access for isolated groups

4.2.5 The following criteria would apply

- Match funding of a minimum of 20% of total cost is required but can include volunteer time
- Applicants will need to demonstrate that there is community support for their
- Voluntary and community groups providing a relevant service in the Teignbridge area can apply but the organisation must be based in Devon.
- The applicant must have formal governance arrangements e.g. as a Community Interest Company or Charity
- Organisations will need to demonstrate they comply with the Equality and safeguarding
- Outcomes and monitoring information from the project must be reported back to Teignbridge at the end of the project

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-

representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
LGA Research report - Basic Facts About Teignbridge Basic facts about your chosen area (esd.org.uk)	Details the demography of the Teignbridge District in relation to: <ul style="list-style-type: none"> • Population • Age • Ethnicity • Health • Employment • Education
LGA Research Report- Demographic Report LGA Research Report - Demographic Report LG Inform (local.gov.uk)	Provides further detail on population changes in Teignbridge, and demographic information relating to gender and ethnicity in Teignbridge with comparisons to the percentage figures for the South West and all English Local authority areas in totality.
Office For National Statistics Census 2011 http://www.ons.gov.uk/ons/guide-method/census/2011/census-data/index.html	Demographic source data sets and mid-year estimates.
Consultation responses – EIA should be read in conjunction with Appendix 1 – consultation responses for more detail	
Buckland centre	Mentioned supporting those with mental health and providing services around health and wellbeing
NACTA	Mentioned providing access for disabled and isolated, having adapted vehicles and positively impacting on health and wellbeing
East Teignbridge CTA	Mentioned supporting less able people to mobilise and support for disabled people with converted vehicles. Also mentioned supporting health and wellbeing
Teignbridge CAB	Make reference to supporting the most disadvantaged
<p>Additional comments:</p> <p>The current funding beneficiaries have the potential to impact on a number of areas of the protective characteristics. The proposals through the creation of small grants fund and the lottery could also have positive benefits for equality based on the focus of their delivery. Equality impact would be considered as part of the scoring for the small grants fund.</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics? Not for this funding

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

None of the current beneficiaries of the funding provided evidence in their consultation responses on the reach to those with protective characteristics so this is a gap in evidence. This was not specifically asked in the consultation.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

Yes a consultation was carried out from the 3rd November to the 3rd December with the organisations who will be affected by the proposals. The responses can be found in Appendix one of the papers for the Executive.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Those impacted upon by the proposals will be engaged with following the Executive decision. Support has also been offered to consider other funding available through the Council including if accepted by executive the Small grants fund and the lottery. Those who will continue to have a service level agreement with the council will have regular reviews with council officers. SLA monitoring will include data on access to services and also equality of access for all groups.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS <i>(highlight any potential issues that might impact all or many groups)</i>	
As stated in section 2.1 the current funding beneficiaries have the potential to impact on a number of areas of the protective characteristics. The proposals through the creation of small grants fund and the lottery could also have positive benefits for equality based on the focus of their delivery. Equality impact would be considered as part of the scoring for the small grants fund.	
Therefore all protected characteristics could be impacted upon by the proposals	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

Other group(s) Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport

Potential impacts:

Mitigations:

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

There is the potential to impact on

- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

n/a

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The creation of an accessible grants scheme to the wider voluntary sector that will consider equality impact as part of its criteria has the potential to have positive impact for those with protective characteristics

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Review information required by third party organisations funded either through either the small grants scheme or SLAs.	Gary Powell	April 2022

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

A report will go to Overview and Scrutiny annually.

The service level agreements will record outputs

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off: Amanda Pujol
Date: 14 th January 2022	Date: 17 th January 2022