

## Voluntary Sector Spending Review Equality Impact Analysis, Issue Log & Action Plan

### What is Equality Impact Analysis?

The Equality Act 2010 seeks to eliminate discrimination and meet the positive promotion aspects of equality legislation. An Equality Impact Analysis uses equality information and the results of engagement with groups to understand the actual or the potential effects of change or key decisions on our workforce and the general public. Completing this analysis will assist Members and officers to identify practical steps to address any negative effects and to highlight positive interventions.

### Section 1 - Ownership

This section identifies the individual(s) responsible for identifying the potential positive and negative impacts from developing and implementing the spending reductions. There will be a number of potential positive and negative internal impacts which should be undertaken and monitored by the person responsible for implementing the proposed reductions

<b>Title:</b>	Equality Impact Assessment on the proposed changes to funding / spending reductions in the voluntary sector				
<b>Service impacted by proposed spending</b>	The Disablement Association of Barking & Dagenham (DABD UK)				
<b>Date Created</b>	30/12/15	<b>Review Date:</b>	30/12/15	<b>Version:</b>	2
<b>Author:</b>	Priti Gaberria				

<b>Person completing EIA:</b> Priti Gaberria	
<b>Signed:</b> _____	<b>Date:</b> 05/01/16
<b>Person supervising EIA:</b> Mary Phillips	
<b>Signed:</b> _____	<b>Date:</b> _____

### Section 2 - Potential Issues

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Key Issues:	Impacts on:	Mitigating Action Taken:
<p>Reduction in service</p>	<p>DABD provides services to young people with additional needs and / or disabilities through two key projects. The service is suitable for all young people aged 8 yrs – 18 yrs.</p> <p><b>Residential:</b> To provide an overnight respite service, either a 2, 5 or 7 night residential (away from home) for young people with additional needs and / or disabilities</p> <p><b>Befriending:</b> To provide a service to young people with additional needs and / or disabilities to access the community, attend activities and / or events or undertake task outside of the home which support the young person, their parent / carers and family.</p> <p>A reduction of funding will impact of the level of service the provider is currently able to offer to vulnerable young people.</p> <p>A reduction in service could potentially mean reduced options for respite for both young people and families, and could potentially result in more families</p>	<p>We have discussed the potential of a reduction in funding with the provider, and the provider has started to consider income generation and what services could be made available to families through direct payments.</p>

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Key Issues:	Impacts on:	Mitigating Action Taken:
	<p>in crisis.</p> <p>The provider is working with both young people and families to develop resilience, and a reduction in funding could mean that there is a risk to maintaining provision that supports the development of independence for young people and families.</p>	
Decreased access to service	Decreased access to the service could impact on vulnerable young people and families in need of respite.	We don't anticipate that there will be decreased access to service due to the proposed reduction in funding.
Potential workforce impacts	Paid staff members and the voluntary workforce.	At this point we do not anticipate a reduction in workforce to manage the reduction. Should reductions in staff be required the organisation will be expected to follow its own organisational policies in relation to impacts on existing staff.
Impact on community engagement	The provision allows young people to access the community safely, whilst developing essential skills for future independence. A reduction in funding could mean that young people will have reduced opportunities to engage with the community.	Work with the provider to identify more universal activities which families and young people can access independently.
Impact on community cohesion	A reduction of funding will impact of the level of service the provider is currently able to offer to vulnerable young people. A reduction in service could	Planned consultation with stakeholders, families and young people on how services could be delivered differently.

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Key Issues:	Impacts on:	Mitigating Action Taken:
	potentially mean reduced options for respite for both young people and families, and could potentially result in more families in crisis.	

### Section 3 - Potential Workforce Issues

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	We will be carrying out a survey of staff employed by DABD to determine those with protected characteristics; however the process will need to comply with DABD's process for existing staff.	December 2015	At this point we do not anticipate a reduction in workforce to manage the reduction. Should reductions in staff be required the organisation will be expected to follow its own organisational policies in relation to impacts on existing staff.	Not required yet		
Disability						
Sex						
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race						
Religion or Belief						
Sexual Orientation						

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### Section 4 - Communication and Engagement Activity

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
DABD	March 16	Retendering		Formal retendering process	To be initiated	open	Priti Gaberria
Parents, carers and young people	February 16	Consultations with parents, young people and carers.		Formal retendering process	To be initiated	open	Priti Gaberria

### Section 5 - Service Delivery Impacts and Issues

#### Due regard – Brown principles

These principles have been taken from the Equality and Human Rights Commission’s paper on making fair financial decisions (Equality and Human Rights Commission, 2012).

Case law sets out broad principles about what public authorities need to do to have due regard to the aims set out in the general equality duties. These are sometimes referred to as the 'Brown principles' and set out how courts interpret the duties. They are not additional legal requirements but form part of the Public Sector Equality Duty as contained in section 149 of the Equality Act 2010.

Under the duty local authorities must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

In summary, the Brown principles say that:

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- Decision-makers must be made aware of their duty to have 'due regard' and to the aims of the duty.
- Due regard is fulfilled before and at the time a particular policy or proposal that will or might affect people with protected characteristics is under consideration, as well as at the time a decision is taken.
- Due regard involves a conscious approach and state of mind. A body subject to the duty cannot satisfy the duty by justifying a decision after it has been taken. Attempts to justify a decision as being consistent with the exercise of the duty, when it was not considered before the decision, are not enough to discharge the duty. General regard to the issue of equality is not enough to comply with the duty.
- The duty must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision.
- The duty has to be integrated within the discharge of the public functions of the body subject to the duty. It is not a question of 'ticking boxes'.
- The duty cannot be delegated and will always remain on the body subject to it.
- It is good practice for those exercising public functions to keep an accurate record showing that they had actually considered the general equality duty and pondered relevant questions. If records are not kept it may make it more difficult, evidentially, for a public authority to persuade a court that it has fulfilled the duty imposed by the equality duties.

### Potential Service delivery impacts (Positive and Negative)

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	Reducing funding to this provider will impact on the service they are able to provide to vulnerable young people aged 8-18	December 2015	Work with provider to identify more universal activities which families and young people can access independently.	Ongoing	Open	Priti Gaberria
Disability	Services are aimed at young people aged 8 yrs – 18 yrs, including with Autistic Spectrum Conditions, young people with Behaviours that Challenge, learning difficulties, Epilepsy and other medical conditions; young	December 2015	<b>Actions to be considered by provider:</b>  Continue to develop their approach to Direct Payments	To be considered	Open	DABD

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	<p>people in nappies, wheelchair users, those who need Peg feeding, restricted diets or being feed.</p> <p>DABD currently has a high volume of users and not enough staff resulting in service users not being able to access requested services.</p> <p>Residential trips are currently being organised by the provider therefore if a young person has a specific need it may be difficult to accommodate their needs on certain trips.</p> <p>Change of management and how this may impact on service delivery and staffing - New management is keen to advertise services when currently they are experiencing capacity / staffing issues.</p> <p>There is a risk of reducing funding as DABD is the only provider who currently offers overnight respite. In addition this provider is equipped to meet some of the more complex needs of young people, therefore significant reductions to the contract could</p>		<p>and Personal Budgets</p> <p>Make it clear what is available at each residential day / centre through leaflets and advertising therefore the family and young person can make an informed choice about whether the activity is suitable.</p> <p>To develop their marketing strategy, but ensure eligibility for services is clear</p> <p>Continue to develop bids to charities such as Children In Need, Big Lottery etc.</p> <p>Continue to work with this provider as they are experienced at managing some of the more complex young people being supported through short breaks. We would look to make some efficiency saving through developing a more robust delivery specification.</p>	<p>To be taken forward through the re-tendering process</p>	<p>Open</p>	<p>Priti Gabberia</p>

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	impact on future delivery.					
Sex	Reducing funding to this provider will impact on the service they are able to provide to vulnerable young people	December 2015	Work with provider to identify more universal activities which families and young people can access independently	Ongoing	Open	Priti Gaberria
Gender Reassignment	Provider does not gather this data		n/a			
Marriage & Civil Partnership	Provider does not gather this data		n/a			
Pregnancy & Maternity	Provider does not gather this data		n/a			
Race	Reducing funding to this provider will impact on the service they are able to provide to vulnerable young people	December 2015	Work with provider to identify more universal activities which families and young people can access independently	Ongoing	Open	Priti Gaberria
Religion or Belief	Provider does not gather this data	December 2015	Provider may consider collecting this information in the future to ensure services are meeting needs of diverse population	To be considered	Open	DABD
Sexual Orientation	Provider does not gather this data		n/a			



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### Section 6: Data Sources

<b>Data used</b>	<b>How has this information informed your decision</b>
Voluntary sector review meetings and equality data	The VSR meetings have helped us to better understand delivery and key issues that are currently being faced by the provider, along with what the potential impact could be if funding is reduced. DABD receives funding from a number of different organisations and has already anticipated that there will be reductions to funding so have already started to consider how to deliver future services.
Quarterly monitoring data	Some of the activities have not be fully utilised so there has been under delivery, which could mean that support can be provided in a different way for families.