

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 effect 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

Title:	Equality Impact Assessment on the proposed changes to funding / spending reductions in the voluntary sector				
Service impacted by proposed spending review	Family Information Group (FIG)				
Date Created	30/12/15	Review Date:	30/12/15	Version:	2
Author:	Priti Gaberria				

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

Section 2 - Potential Issues

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Key Issues:	Impacts on:	Mitigating Action Taken:
<p>Reduction in service</p>	<p>The FIG play scheme operates during school holidays, usually during the first four weeks of the summer holiday. The scheme opens from 10am-3pm.</p> <p>The scheme is appropriate for children and young people with a wide range of disabilities. Children are cared for with a 1:1 or 1:2 ratio.</p> <p>The service offers outings for young people to places such as Stubbers, Willow Farm, Digger Land, swimming at Corbets Tey, Paradise Wildlife Park and the seaside. Onsite days at the premises are also provided which may include entertainment from animal visits, magicians and bouncy castles, arts and crafts.</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>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>	<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> <p>We intend to source other providers that will offer holiday provision through the re-tendering process.</p>

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Key Issues:	Impacts on:	Mitigating Action Taken:
	<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 in crisis.</p> <p>Holiday provision is highly sought after by families, and this is the only provider offering this service.</p> <p>A reduction to funding could mean that it becomes unviable for the provider to continue to deliver services.</p>	
Decreased access to service	Decreased access to the service could impact on vulnerable young people and families in need of respite.	We intend to work with the provider to develop the offer and access to services through re-tendering.
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 a reduction in staff be required the organisation will be expected to follow its own organisational policies relating to the management of 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 provider to identify more universal activities which families and young people can access independently.

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Key Issues:	Impacts on:	Mitigating Action Taken:
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 potentially mean reduced options for respite for both young people and families, and could potentially result in more families in crisis.	Planned consultation with stakeholders, families and young people on how services could be delivered differently.

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 the organisation to determine those with protected characteristics; however the provider will need to comply with its own process for existing staff.	December 2015	At this point we do not anticipate a reduction in workforce to manage the reduction. Should a reduction in staff be required the organisation will be expected to follow its own organisational policies relating to the management of 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
FIG	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:

- Decision-makers must be made aware of their duty to have 'due regard' and to the aims of the duty.

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- 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 the provider to identify more universal activities which families and young people can access independently. Work with the provider to develop income generation to help sustain the project.	ongoing	open	Priti Gaberria
Disability	Services are aimed at young people aged 8 yrs – 18 yrs, including those with Autistic	December 2015	Actions to be considered by provider	To be considered	Open	FIG

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	<p>Spectrum Conditions, young people with Behaviours that Challenge, and learning difficulties.</p> <p>There is a risk of reducing funding as FIG is the only provider that currently offers holiday provision (play scheme). In addition this provider is equipped to meet some of the more complex needs of young people, therefore significant reductions to the contract could impact on future delivery.</p>		<p>Continue to develop their approach to Direct Payments and Personal Budgets</p> <p>Develop an income generation model and review delivery costs of provision.</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>	To be taken forward through the re-tendering process	Open	Priti Gaberria
Sex	Reducing funding to this provider will impact on the service it is 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, as well as support development of a future business model and income generation opportunities.	Ongoing	Open	Priti Gaberria
Gender Reassignment	Provider does not gather this data		n/a			

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
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 it is 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 as well as support the development of a future business model and income generation opportunities	Ongoing	Open	Priti Gaberria
Religion or Belief	Provider does not gather this data	December 2015	The provider may considering collecting this information in the future to ensure services are meeting the needs of the diverse population	To be considered	Open	FIG
Sexual Orientation	Provider does not gather this data		n/a			

Section 6: Data Sources

Data used	How has this information informed your decision
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.
Quarterly monitoring data	Monitoring meetings support that the holiday provision is well attended and that it is a service that is much needed by families. We have had discussions with the provider about the current delivery model in relation to personalisation and moving to outcome based commissioning. The provider needs to be able to demonstrate how activities support young people in developing skills and to meet outcomes set out in Education, Health and Care (EHC) Plans.