

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

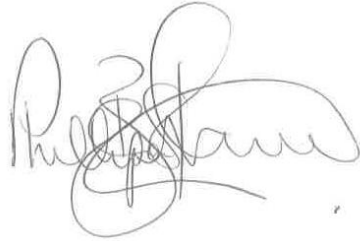
Title:	Equality Impact Assessment on the proposed changes to funding / spending reductions in the voluntary sector				
Service impacted by proposed spending review	Infrastructure support to the voluntary and community sector				
Date Created	5 January 2016	Review Date:	N/A	Version:	1
Author:	Jerry Haley (Senior Community Safety and Development Officer)				

Person completing EIA: Jerry Haley (Senior Community Safety and Development Officer)	
Signed: 	Date: 6.1.15

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

Person supervising EIA: Pippa Brent-Isherwood (Head of Policy and Performance)

Signed:



Date: 06/01/2015

Section 2 - Potential Issues

Key Issues:	Impacts on:	Mitigating Action Taken:
<p>The Council previously commissioned an infrastructure support service for the voluntary and community sector from HAVCO, prior to its closure in September 2015. Following HAVCO's closure and consideration of the options available to the Council, it is proposed not to re-commission a VCS infrastructure support service at this stage.</p>	<p>Voluntary and community sector organisations operating within the borough</p>	<p>The Council has invested in the provision of an additional Community Development Officer through the recent restructure of the Policy and Performance service. The Community Development team is able to provide similar support and services to the voluntary and community sector that an infrastructure body would provide, and now has increased capacity to do so.</p> <p>A Voluntary Sector Strategy has also been adopted by the Council (In June 2015), clearly setting out how the Council will work to support the sector going forward. Progress in delivering the accompanying action plan is monitored by a cross-departmental steering group and reported to the Overview and Scrutiny Board.</p>
<p>There were 650 organisations on HAVCO's</p>	<p>Voluntary and community sector</p>	<p>LB Havering has access to the contact details of</p>

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

Key Issues:	Impacts on:	Mitigating Action Taken:
database when it closed in September 2015. The closure of HAVCO without a replacement organisation being in place may result in the loss of opportunities to maintain regular contact with these organisations	organisations operating within the borough	those organisations on the database that consented to this information being shared with the local authority

Section 3 - Potential Workforce Issues

There are no workforce issues impacting on any other organisation as there is no organisation currently providing these services within the borough.

There will be some impacts on the Council's Community Development team which, going forward, will provide some of the functions that an infrastructure body would otherwise have provided. However, as the team is so small in number (consisting of three staff), demographic information has not been provided here, as it might make certain staff personally identifiable.

The job profiles of these staff have recently been revised to reflect the new requirements and the affected staff have been consulted on these in accordance with the Council's Organisational Change and Redundancy Policy and Procedure. Following closure of the consultation period and consideration of all the issues raised, the restructure and associated changes to job profiles etc were implemented on 14 December 2015.

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age						
Disability						
Sex						
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race						
Religion or Belief						
Sexual Orientation						

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

Section 4 - Communication and Engagement Activity

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
Voluntary Sector	<p>Consultation on the Council's Voluntary Sector Strategy – including the future provision of infrastructure support - was launched on 13th October 2014 and closed on 15th January 2015.</p> <p>Workshop Dates: 17/10/2014 03/11/2014 11/11/2014 22/11/2014 24/11/2014 03/12/2014</p> <p>End of consultation and</p>	<p>6 consultation workshops, focus groups, face to face interviews with an independent consultant, direct email to either the council or the consultant etc.</p>	<p>Over 116 people attended the workshops from a wide range of groups.</p> <p>The key challenges identified relate to:</p> <ul style="list-style-type: none"> • Provision and sharing of information • Communication • Enabling innovation and forward planning • Joint / partnership working 	<p>Please see the resultant Voluntary Sector Strategy and Action Plan.</p>	<p>Ongoing. Progress in delivering the agreed action plan is monitored through a cross-departmental steering group and reported to the Overview and Scrutiny Board.</p>	<p>Open</p>	<p>Jerry Haley</p>

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

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
	feedback event held on 15 th January 2015.						
Voluntary Sector	July – September 2015	Survey carried out by HAVCO to identify future support needs across the sector	<p>96 responses were received, though there was more than one response from some organisations.</p> <p>The key issues facing organisations were identified as being:</p> <ul style="list-style-type: none"> • Finding funding • Getting local media coverage • Opportunities to meet other organisations and statutory partners 	Community Development Officers will continue to provide support to VCS groups to identify and apply for funding	Ongoing	Open	Jerry Haley
				Procurement / tendering workshops to be delivered to the voluntary sector to support VCS organisations in successfully bidding for commissioned services	In progress – Due to take place January / February 2016	Open	Mike Parrott
					Ongoing	Open	Communications
					Ongoing	Open	Jerry Haley
				The Council is able to facilitate media coverage through publications such as Living in Havering and At the Heart, as well as e-bulletins and the Council's website	In progress – Business Continuity workshops have already taken place.	Open	Various
		Priorities for future training courses / workshops were identified as being:	<ul style="list-style-type: none"> • First Aid 				

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

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
			<ul style="list-style-type: none"> • Health and Safety • IT • Safeguarding 	<p>Council to consider how best to facilitate information sharing and networking opportunities across the sector going forward. Feedback has been sought from the sector as to how best to achieve this.</p> <p>The Council has committed as part of its Voluntary Sector Strategy to offer training to the sector in issues such as health and safety, business continuity and safeguarding.</p>	Further sessions to be scheduled.		
Voluntary Sector	3 September 2015	“Creating a Sustainable Future” event hosted by HAVCO, attended by 40 participants from 31 organisations operating within the borough	<p>Concerns expressed by the sector regarding:</p> <ul style="list-style-type: none"> • Loss of support to identify and access funding • Loss of opportunities for information sharing / networking / partnership working • Future recruitment of volunteers / volunteer brokerage • Future training opportunities and opportunities to keep up to date with legislation (e.g. 	<p>Community Development Officers will continue to provide support to VCS groups to identify and apply for funding</p> <p>Procurement / tendering workshops to be delivered to the voluntary sector to support VCS organisations in</p>	<p>Ongoing</p> <p>In progress – Due to take place January / February 2016</p> <p>Ongoing</p>	<p>Open</p> <p>Open</p> <p>Open</p>	<p>Jerry Haley</p> <p>Mike Parrott</p> <p>Jerry Haley</p>

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

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
			<p>risk assessments)</p> <ul style="list-style-type: none"> • Future access to legal advice and guidance 	<p>successfully bidding for commissioned services</p>	Ongoing	Open	Kim Smith
				<p>Council to consider how best to facilitate information sharing and networking opportunities across the sector going forward. Feedback has been sought from the sector as to how best to achieve this.</p>	Ongoing	Open	Anita McDade
				<p>A Volunteer Strategy has been developed in partnership with HAVCO and is currently out for consultation</p>	In progress – Business Continuity workshops have already taken place. Further sessions to be scheduled.	Open	Various
				<p>The Council is working with a new organisation and other funders to establish a new Volunteer Centre within the borough.</p>	Ongoing	Open	Jerry Haley
			<p>Suggestion made that a Facebook page be established to keep voluntary and community sector organisations in Havering in contact</p>	<p>The Do It website also offers a volunteer brokerage service.</p>	Ongoing	Open	Paul Rose

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

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
			<p>with one another</p> <p>Request made that the voluntary and community sector be represented at relevant strategic boards, e.g. the Compact Steering Group</p> <p>The HAVCO newsletter provided useful information</p> <p>A need was expressed for back office support (e.g. Payroll, HR, finance and legal services) for smaller VCS organisations</p>	<p>The Council has committed as part of its Voluntary Sector Strategy to offer training to the sector in issues such as health and safety, business continuity and safeguarding.</p> <p>Legal advice and guidance is available to VCS organisations through organisations such as Community Matters.</p> <p>The Council has a Facebook account that could be used for this purpose</p> <p>The Council has requested that contact details of VCS organisations be shared as part of a directory of services that can be made available across the sector</p> <p>Compact Steering Group is in place and led by a VCS</p>		<p>Closed</p> <p>Open</p> <p>Closed</p>	Shelley Hart

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

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
				<p>representative. Havering Safeguarding Boards Community Engagement Group has been established to link VCS organisations into the work of the Boards.</p> <p>Council webpages for the voluntary and community sector have recently been updated. The sector was consulted on the content as part of this exercise.</p> <p>The new Volunteer Centre has committed to distributing a regular newsletter</p> <p>The Council carried out a soft market testing exercise to establish if there was sufficient appetite within the sector for these types of services to make it viable for One Source to consider</p>			

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

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
				developing a package of support services for the VCS, however there was very limited interest expressed			

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.

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

- 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)

Havering has a fairly large voluntary and community sector, believed to consist of more than 800 organisations, ranging from larger branches of national organisations to small, neighbourhood-level groups of residents giving up their time to make a difference to their local communities.

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	<p>The 2010 National Survey of Charities and Social Enterprises (NSCSE) found that 31% of VCS organisations in Havering counted children (aged 15 or under) as their users or beneficiaries. 23% identified themselves as working with young people (aged 16 – 24).</p> <p>Of the community groups listed on HAVCO's community portal in Spring</p>	<p>2010</p> <p>Spring 2015</p>	<p>Some specialist networks exist that have a role in supporting certain parts of the sector, e.g. the BME Forum and Interfaith Forum</p> <p>There is a small informal network (HAVOIC) that brings together chief officers from a number of VCS organisations for mutual support</p>	Ongoing	Open	Jerry Haley

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

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	2015, 43% identified themselves as working specifically with elderly people. This is a significant increase on the 14% of VCS organisations operating in the borough that identified themselves as working with older people during the 2010 NSCSE.		Support is available to the voluntary and community sector locally through the Council's Community Development team, which has recently increased its capacity as part of the restructure of the Policy and Performance service.	Ongoing.	Open	Jerry Haley
Disability	Of the community groups listed on HAVCO's community portal in Spring 2015, 19% identified themselves as working specifically with people with disabilities	Spring 2015	A Voluntary Sector Strategy has also been adopted by the Council (In June 2015) clearly setting out how the Council will work to support the sector going forward.	Progress in delivering the accompanying action plan is monitored by a cross-departmental steering group and reported to the Overview and Scrutiny Board.	Closed	
Sex	The 2010 National Survey of Charities and Social Enterprises (NSCSE) found that 16% of VCS organisations in Havering counted women as their users or beneficiaries.	2010				
Gender Reassignment	No data held					
Marriage & Civil Partnership	No data held				Closed	
Pregnancy & Maternity	No data held					
Race	Of the community groups listed on HAVCO's community portal in Spring 2015, 4% identified themselves as working specifically with BME groups	Spring 2015	Council webpages for the voluntary and community sector have recently been updated in order to improve the level of information and advice available to the voluntary and community sector online. The sector was consulted on the content of the webpages as part of this exercise.		Open	Anita McDade
Religion or Belief	Of the community groups listed on HAVCO's community portal in Spring 2015, 1% identified themselves as working with faith groups. This is	Spring 2015	A vcs@havering.gov.uk email address has been established as a	In progress		

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

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	significantly lower than the 25% of VCS organisations operating in the borough that identified themselves as working mainly in religious / faith-based activities during the 2010 NSCSE, and the 24% that identified themselves as working to advance religion and / or spiritual welfare by supporting religious or spiritual practice.		<p>single point of entry for information and advice for voluntary and community sector organisations operating within the borough.</p> <p>Voluntary sector “champions” have been identified within each Council service. These now need to be promoted more widely to the sector and to have a proper role description developed to clarify expectations of these colleagues.</p>			
Sexual Orientation	No data held					

Section 6: Data Sources

Data used	How has this information informed your decision
“Creating a Sustainable Future Report”	<p>Report by HAVCO setting out feedback from the sector in terms of how best to:</p> <ul style="list-style-type: none"> • Inspire innovative thinking, new and sustainable ways of providing support to the voluntary and community sector in Havering in the future • Establish new and strengthen existing links within the community • Identify collaborative working opportunities across the voluntary and community sector • Identify potential partners and develop and support sustainable partnerships through shared values
CVS Service Design – Sustainable service model	Reports by HAVCO setting out the results of its consultation with service users on their future support needs carried out between July and September 2015
CVS Service Consultation 2015	
Voluntary Sector Strategy and Action Plan 2015 - 2018	Profiles the local voluntary sector and sets out how the Council has committed to work with the sector going forward.