

## 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 review</b>	Thames Chase Trust				
<b>Date Created</b>	3/12/15	<b>Review Date:</b>	3/12/16	<b>Version:</b>	3
<b>Author:</b>	Benjamin Sanderson <Benjamin.Sanderson@haverling.gov.uk>				

<b>Person completing EIA:</b>	
<b>Signed:</b> Benjamin Sanderson <Benjamin.Sanderson@haverling.gov.uk>	<b>Date:</b> 3/12/15
<b>Person supervising EIA:</b> Insert name of individual responsible for agreeing activities and ensuring that the activities are undertaken	
<b>Signed:</b>	<b>Date:</b>

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### Section 2 - Potential Issues

Key Issues:	Impacts on:	Mitigating Action Taken:
Risk of reduction in service	<p>Thames Chase Trust is responsible for running a successful visitor centre and café at Broadfields Farm in Uppingham and also, along with its partners, delivery of the wider strategic objectives of the Thames Chase Community Forest.</p> <p>A reduction in service could potentially impact on local site users at the Forest Centre and in the wider Community Forest and include disabled people, women, elderly people, young persons, families.</p>	<p>Funding for Thames Chase Trust currently comes from four separate local authorities which are Havering, Thurrock, Brentwood and Essex County Council.</p> <p>We don't anticipate a reduction in service due to reduction in funding from only <b>one</b> funding source. However, all funding sources are reviewed annually with no certainty of continued funding.</p>
Decreased access to service	Decreased access to the service could potentially impact on local site users at the Forest Centre and in the wider Community Forest and include disabled people, women, elderly people, young persons, families.	We don't anticipate a reduction in access to the service due to reduction in funding from only <b>one</b> funding source. However, all funding sources are reviewed annually with no certainty of continued funding.
Potential workforce impacts	<p>Paid staff members and the voluntary workforce.</p> <p>The contribution from each Local Authority contributes to the mix of match funding for various other initiatives being led by Thames Chase</p>	<p>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 on existing staff.</p> <p>Potential threat to achieving HLF Landscape</p>

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Key Issues:	Impacts on:	Mitigating Action Taken:
	<p>Trust including HLF Landscape Partnerships (£1.8 million), Catchment Partnership Funds for improvements to riparian environments, GLA Big Green Fund and HLF Transition Fund.</p> <p>These funds help strengthen the strategic environmental work of the Council. With reduced funding, this will put increased pressure to deliver outputs using fewer potential resources.</p>	<p>Partnership funding due to lack of match funding. Project board will need to investigate alternative funding sources.</p>
<p>Impact on community engagement</p>	<p>Local site users including disabled people, women, elderly people, young persons, families.</p> <p>Through provision of site facilities including a successful café and visitor centre, run on a voluntary capacity and also working with partners at a strategic level to improve physical and intellectual access within the Community Forest the service brings people together from a variety of different communities promoting physical recreation and access to open space and nature. Both these functions allow people to come together and engage, providing a meeting point and an environment for recreation and enjoyment. The Forest Centre also provides the Council with a captive</p>	<p>At this point we would anticipate that this service would be expected to continue with reduced funding from only <b>one</b> source. However there could potentially be tensions arising between the Trust and council due to reduced funding from the council.</p> <p>Potential threat to achieving HLF Landscape Partnership funding due to lack of match funding. Project board will need to investigate alternative funding sources.</p>

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Key Issues:	Impacts on:	Mitigating Action Taken:
	<p>audience for undertaking surveys etc.</p> <p>With reduced funding, this will put increased pressure to deliver outputs using fewer potential resources. In terms of community engagement this could seriously threaten the ability to achieve the full funding from HLF Landscape Partnerships, currently in the development phase with £100k of HLF investment and only 9 months away from completion. The delivery phase is due to commence in early 2017.</p>	
Impact on community cohesion	<p>Through provision of site facilities including a successful café and visitor centre, run on a voluntary capacity and also working with partners at a strategic level to improve physical and intellectual access within the Community Forest the service brings people together from a variety of different communities promoting physical recreation and access to open space and nature. Both these functions allow people to come together and engage, providing a meeting point and an environment for recreation and enjoyment.</p>	<p>At this point we would anticipate that this service would be expected to continue with reduced funding from only <b>one</b> source. However there could potentially be tensions arising between the Trust and council due to reduced funding from the council.</p>

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### Section 3 - Potential Workforce Issues

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	<p>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 on existing staff.</p> <p>Reduced funding not only pays for staff time but also contributes to the mix of match funding for various other initiatives being led by Thames Chase Trust include HLF Landscape Partnerships, Catchment Partnership Funds for improvements to riparian environments, GLA Big Green Fund and HLF Transition Fund.</p> <p>These funds help strengthen the strategic environmental work of the Council and with reduced funding, will put increased pressure to deliver outputs using fewer potential resources.</p> <p>Reduced funding may potentially lead to a reduction in volunteer</p>	3/12/15	Trust to be offered support to seek and apply for alternative funding sources	To be initiated	Open	Benjamin Sanderson/Bob Flindall
Disability						
Sex						
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race						
Religion or Belief						
Sexual Orientation						

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	numbers associated with these projects and the core activities of Thames Chase through a reduced capacity to supervise volunteer work programmes. Volunteers at Thames Chase may represent any of the protected characteristics.					
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### Section 4 - Communication and Engagement Activity

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
Thames Chase Trust is comprised of a Board of Trustees and a Delivery Group. The Delivery Group consists of a Chair, Delivery Manager voluntary representation, representation from the 4 contributing Local Authorities and the Forestry Commission.	Delivery Group meets quarterly	The Delivery Group is responsible for overseeing the use of Local Authority funding in relation to delivery of targets set out in the Thames Chase Delivery Plan. The Group meets to discuss progress on the	Reduction in funding has not been discussed formally.	Moving forward there needs to be formal notification about reduction in funding to the chair of the Board of Trustees – Mike Armstrong	To be initiated	Open	Benjamin Sanderson / Bob Flindall

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		delivery of Thames Chase Plan projects against targets set out in plan.				
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### 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.
- 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

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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 Disability Sex Gender Reassignment Marriage & Civil Partnership Pregnancy & Maternity Race Religion or Belief Sexual Orientation	<p>Reduced funding of Thames Chase Trust will reduce capacity to deliver outcomes that benefit any number of communities and service users which includes groups and individuals with protected characteristics. Key areas where reduced funding will have an impact are:</p> <ul style="list-style-type: none"> <li>- <b>Improving access to the environment for Havering's disabled residents and visitors.</b> Thames Chase Trust is working in partnership with Trail Net and Positive Parents to</li> </ul>	3/12/15	<p>Attempt to maintain service delivery with reduction in potential resources</p> <p>Maintaining service delivery depends on funding received from other local authorities. Should this also be reduced the Trust will need to work with the Board and Delivery Group to identify and apply for alternative sources of funding.</p> <p>Offer support to the Thames Chase Trust to identify and apply for alternative funding sources.</p>	To be initiated through Delivery Group meetings	Open	Benjamin Sanderson / Bob Flindall



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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	<p>make adapted cycles available for children and adults with special needs and physical disabilities. Further facility improvements to take place in winter 2015/16.</p> <ul style="list-style-type: none"> <li>- <b>Thames Chase Plan</b> – Havering now benefits from a Community Forest Plan, which is a material consideration in the environment planning context.</li> <li>- <b>Supports Havering’s Duty to Cooperate</b> – Thames Chase Partnership allows better cross boundary working, and now 4 out of 5 TC local authorities are contributing financially to this working.</li> <li>- <b>Active volunteering programme</b> – now 85 active volunteers and still growing, including supporting Havering public rights of way maintenance</li> <li>- <b>Active events programme</b> – supporting the vibrancy of Havering’s culture and</li> </ul>					

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	leisure scene					

### Section 6: Data Sources

Data used	How has this information informed your decision
Attendance at Thames Chase Trust delivery group meetings	Council Officer present at Delivery Group meetings where Delivery Plan is monitored against project targets. It would appear that the Trust is currently meeting these targets. Other funding sources from the other Local Authorities are currently available. This would indicate that there will be no loss in service delivery through reduction in funding. However, all funding sources are reviewed annually with no certainty of continued funding.
At present Thames Chase Trust has a Service Delivery Plan (available for perusal) which has clear targets they need to meet.  Many of the projects in the Delivery Plan are aligned with delivery of objectives set out in the HLF Landscape Partnerships Scheme which is currently in its development phase.	Currently Local Authority contributions are being ring fenced to match fund HLF Landscape Partnerships funding representing a high return on investment. Havering has contributed to Thames Chase Trust for a number of years and is just a year away from achieving significant HLF funding for a 5 year project that will deliver an unprecedented programme of individual projects that will provide a coherent and structured approach to restoring the landscape, educating communities and providing opportunities for local people to learn new skills and appreciate and reconnect with the heritage around them. It will provide a lasting legacy for heritage, people and communities to a local population of an estimated 650,000 people.