

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	Havering Arts Council Havering Sports Council				
Date Created	27/11/2015	Review Date:	At end of next grant agreement	Version:	2
Author:	Kayleigh Pardoe				

Person completing EIA: Kayleigh Pardoe	
Signed: _____	Date: 27/11/2015
Person supervising EIA: Simon Parkinson	
Signed: _____	Date: 27/11/2015

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Section 2 - Potential Issues

Key Issues:	Impacts on:	Mitigating Action Taken:
Reduction in grants to community groups and individuals affiliated with the Sports Council and Arts Council	Community groups and individuals. There is a risk this will impact on young people in particular	Regular communication with the Sports Council and Arts Council to assess impact of the reductions. Support to be offered to the organisations to identify and apply for alternative funding.
Reduction in marketing materials	The Sports Council and Arts Council use the money provided by the Council for marketing materials. There may be a reduction in marketing materials as a result, which in turn may result in reduced take up of services.	Regular communication with the Sports Council and Arts Council to assess impact of the reductions. The Council can market the organisations' services through facilities such as the website, e-bulletins and social media. Support to be offered to the organisations to identify and apply for alternative funding.

Section 3 - Potential Workforce Issues

No potential workforce issues have so far been identified

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age						
Disability						
Sex						
Gender Reassignment						
Marriage & Civil						

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Partnership						
Pregnancy & Maternity						
Race						
Religion or Belief						
Sexual Orientation						

Section 4 - Communication and Engagement Activity

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
Arts Council	Ongoing	Attend regular meetings with the Arts Council		Attend regular meetings with the Arts Council	Ongoing	Open	Guy Selfe
Sports Council	Ongoing	Attend regular meetings with the Sports Council		Attend regular meetings with the Sports Council	Ongoing	Open	Guy Selfe

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.

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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 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	Many of the individuals and groups affiliated with the Sports Council and Arts Council are made up of young so there may be an adverse impact on	27/11/2015	Regular communication with the Sports Council and Arts Council to assess impact of the	Ongoing	Open	Guy Selfe

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	this group.		reductions. Support to be offered to the organisations to identify and apply for alternative funding.		Open	Guy Selfe / Community Development team
Disability						
Sex						
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race						
Religion or Belief						
Sexual Orientation						

Section 6: Data Sources

Data used	How has this information informed your decision
Information provided by the Sports Council and Arts Council about how the money is spent	This allowed the Council to make a decision on the level of funding reduction that would be appropriate.