

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	Lambourne End				
Date Created	30/12/15	Review Date:	30/12/16	Version:	1
Author:	Georgina Shapley				

Person completing EIA: Georgina Shapley	
Signed: _____	Date: 05.1.16
Person supervising EIA: Priti Gaberria	
Signed: _____	Date: 05.1.16

Section 2 - Potential Issues

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Key Issues:	Impacts on:	Mitigating Action Taken:
<p>Reduction in service</p>	<p>Lambourne End provides services to young people with additional needs and / or disabilities through two key projects, Family Fun Days and Food for Thought. The service is suitable for families with a disabled young person.</p> <p>Family Fun Days provide fantastic opportunities for families to take part in outdoor activities together in a relaxed, welcoming atmosphere.</p> <p>There is a risk that any further reduction to the contract will impact on the family fun days as the contract will become unviable to deliver. Lambourne End is currently the only provider to offer a family fun day, and this is in high demand from families.</p> <p>Food for thought is a transition project engaging disabled young people in meaningful activities working in a garden and farm environment to develop work skills as part of a team which will in turn build their confidence, self-esteem, raise their aspirations, support social interaction and encourage a positive outlook on life.</p> <p>A reduction in service will impact on the</p>	<p>Funding for Food for thought current comes from 4 streams, London Borough of Havering, Redbridge Transitions Services, Ernest Cook Trust and West Essex Clinical Commissioning Group.</p> <p>Provider to consider exploring other funding streams. Lambourne End reported that they will be making applications to Comic Relief and Children in Need. Provider to also consider introducing membership fees, which is currently being piloted with Redbridge.</p> <p>Develop a shop / café where the produce can be used. Looking to get bees to produce honey - both would generate funding / income</p> <p>The provider reported that the impact of decommissioning the food for thought project will not be major as the project is not being accessed correctly, the path way is not right and the logistics on the pathways need to be revised to fit the short breaks criteria. The Council will work with the provider to establish a robust pathway to access food for thought via the shorts breaks scheme.</p>

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Key Issues:	Impacts on:	Mitigating Action Taken:
	vulnerable service users and their families, local site users, and potentially affect the provisions voluntary work force.	
Decreased access to service	Decreased access to the service could impact on vulnerable young people and families, which may result to families in crisis.	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 reduction 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 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 potentially mean reduced options 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.

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Section 3 - Potential Workforce Issues

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	A survey will be carried out of the staff employed by Lambourne End to determine those with protected characteristics; however the process will need to comply with Lambourne End's process for existing staff.	December 2015	The service will be offered support to seek and apply for alternative funding sources The organisation will be expected to follow its own organisational policies in relation to impacts on existing staff if necessary.	To be initiated Not yet required	Open	Georgina Shapley / Community Development Team
Disability						
Sex						
Gender Reassignment						
Marriage & Civil 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
Lambourne End	March 16	Retendering		Formal retendering process	To be initiated	Open	Georgina Shapley
Parent, carers and young people	February 16	Consultations with parents, young people and carers.		Formal retendering process	To be Initiated	Open	Georgina Shapley

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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 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.

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- 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 and their families	December 2015	Work with the provider to identify more universal activities which families and young people can access independently.	Ongoing	Open	Georgina Shapley
Disability	<p>Lambourne End provides services to young people with additional needs and / or disabilities through two key projects, Family Fun Days and Food for Thought. The service is suitable for families with a disabled young person</p> <p>Family Fun Days- There are four different activities on offer each day which are chosen to ensure that a variety of farm, environment and adventure activities can be enjoyed. Activities include archery, teambuilding, pony & cart rides, caving, kayaking, farm tour, climbing, ropes course, sensory</p>		<ul style="list-style-type: none"> • Currently receives funding from Essex CCG 16-25 improvement to health and wellbeing, Redbridge, individual schools and parents/carers • Develop a shop/café where the produce can be used. Looking to get bees to produce honey - both would generate funding/income 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Open</p> <p>Open</p>	<p>Lambourne End</p> <p>Georgina Shapley / Lambourne End</p>

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	<p>place during the school week.</p> <p>There is no continuity for the young people, as once they reach 100 hours, they can't continue the programme.</p> <p>The project is not suitable for young people with complex / physical needs as additional staff are required</p> <p>The impact of decommissioning will be not be major, as the project is not being accessed correctly, the pathway is not right and the logistics on the pathways need to be revised</p> <p>The project likely to be oversubscribed during the summer months however during the winter months it may be difficult to fill capacity.</p>		<p>Need. Provider to also consider introducing membership fees, which is currently being piloted with Redbridge.</p> <p>The Food for thought project is not current meeting its full capacity and it has been highlighted through the voluntary sector review that there will not be a major impact on the service if it was decommissioned, as the project is not being accessed correctly, the pathway is not right and the logistics to the pathways need to be revised. As a result of all the above points, saving to be realised through a more robust specification.</p>			
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	Georgina Shapley

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
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	Georgina Shapley
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	Lambourne End
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. Lambourne End receives funding from a number of different organisations and has already anticipated that there will be reductions to funding so has already started to consider how to deliver future services.

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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.