

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	Willows				
Date Created	30/12/15	Review Date:	30/12/16	Version:	2
Author:	Priti Gaberria				

Person completing EIA:	
Signed: Priti Gaberria	Date: 05/01/15
Person supervising EIA:	
Signed: Mary Phillips	Date:

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Section 2 - Potential Issues

Key Issues:	Impacts on:	Mitigating Action Taken:
Removal of service	The removal of the service would have an impact on vulnerable young people with moderate disabilities aged 8-18	<p>There were a small number of young people accessing the services of Willows, and in most cases these young people were already accessing services at other providers.</p> <p>It would be possible to meet the needs of these young people through other commissioned services.</p>

Section 3 - Potential Workforce Issues

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	Removal of funding will impact on staffing however Willows need to comply with own processes in relation to managing impacts on existing staff.	January 2015	<p>The service was offered support to seek and apply for alternative funding sources</p> <p>The organisation will be expected to follow its own organisational policies in relation to managing impacts on existing staff.</p> <p>The provider was offered a meeting to discuss an exit strategy.</p>		Closed	
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
Parents, carers and young people	March 15	Engagement with parents, young people and carers.	Advised that the contract has ended with Willows and supported families to source alternative services.		Completed	closed	
Willows	March 15	Advise Willows of end of contract	Advised that contract has ended with Willows and supported families to source alternative services.	Exit strategy meeting offered to provider.	Completed	closed	

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.

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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	Ending the contract with this provider will impact on the service they are able to provide to vulnerable young people aged 8-18	Jan 15	There were a small number of young people accessing the services of Willows, and in most cases these young people were already accessing services at other providers. It would be possible to meet the needs of these young people through other commissioned services.	completed	closed	

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Disability	Services were aimed at young people aged 8 yrs – 18 yrs, including Autistic Spectrum Conditions, young people with Behaviours that Challenge and Learning difficulties	Jan 15	<p>There were a small number of young people accessing the services of Willows, and in most cases these young people were already accessing services at other providers.</p> <p>It would be possible to meet the needs of these young people through other commissioned services.</p>	completed	closed	
Sex	Services were aimed at young people of both sexes aged 8yrs – 18yrs, including Autistic Spectrum Conditions, young people with Behaviours that Challenge, Learning difficulties	Jan 15	<p>There were a small number of young people accessing the services of Willows, and in most cases these young people were already accessing services at other providers.</p> <p>It would be possible to meet the needs of these young people through other commissioned services.</p>	Completed	closed	
Gender Reassignment	Data not gathered		n/a			
Marriage & Civil Partnership	Data not gathered		n/a			
Pregnancy & Maternity	Data not gathered		n/a			
Race	Data not gathered		n/a			
Religion or Belief	Data not gathered		n/a			
Sexual Orientation	Data not gathered		n/a			

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Section 6: Data Sources

Data used	How has this information informed your decision
Monitoring meetings	Regular monitoring meetings highlighted contract compliance issues hence decision to end contract in line with the end date of the framework.