

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	Attention Deficit Disorders Uniting Parents in Havering, Barking & Dagenham and Surrounding Areas (Add+Up)				
Date Created	30/12/15	Review Date:	30/12/16	Version:	1
Author:	Georgina Shapley				

Person completing EIA: Georgina Shapley	
Signed: _____	Date: 05.01.2016
Person supervising EIA: Priti Gaberria	
Signed: _____	Date: 05.01.2016

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Section 2 - Potential Issues

Key Issues:	Impacts on:	Mitigating Action Taken:
Reduction in service	<p>Add up offers support, information, and guidance for families of children diagnosed or awaiting a diagnosis of ADHD and associated disorders including children presenting with challenging behaviour</p> <p>A reduction in the service would impact on those vulnerable service users with ADHD and the parents, carers and siblings of those young people, as there is not be a provision available to this specific cohort of young people</p>	<p>Children with ADHD will be are able to access mainstream provisions</p> <p>Add Up could look at income generation through charging a nominal fee to users as well as generating funding from offering bespoke training to schools and other professionals.</p>
Removal of service	<p>There is a risk associated with decommissioning this provision as Add Up provides a niche service for this cohort of young people, which would mean that this cohort of young people could be left without a service. If the service is decommissioned, children with ADHD will not be able to attend a project specifically for their needs.</p> <p>It is likely that the provider will challenge the decision not to provide funding and this could be a risk for the council.</p>	<p>Officers feel that there is a need for some early intervention but it is not appropriate for the Children and Adults with Disabilities (CAD) team to continue to fund the service, as the young people accessing this area of provision do not meet the threshold for short breaks.</p> <p>Areas that can be explored are:</p> <ul style="list-style-type: none"> -Provide training to parents in PRUs and charge for this training. Also give training to teachers, e.g. Developing the Monster Inside programme. By completing this, income could be generated to fund services decommissioned by the local authority. -Working with colleagues on alternative provision. The organisation has been approved to go onto the AP list. - Explore Health Funding

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Key Issues:	Impacts on:	Mitigating Action Taken:
		<p>-Add Up could look at income generation through charging a nominal fee to users as well as generating funding from offering bespoke training to schools and other professional.</p>
Decreased access to service	<p>A reduction in the service would impact on those vulnerable service users with ADHD and the parents, carers and siblings of those young people, as there would be reduced provision available to this specific cohort of young people</p>	<p>Children with ADHD will be are able to access mainstream provisions</p> <p>Add Up could look at income generation through charging a nominal fee to users as well as generating funding from offering bespoke training to schools and other professionals.</p>
Potential workforce impacts	<p>The decommissioning of this provision may impact on paid workforce and the voluntary workforce</p>	<p>The organisation is expected to follow its own organisational policies in relation to managing impacts on existing staff</p>
Impact on community engagement	<p>The decommissioning of this provision will impact on local vulnerable young people with ADHD and the parents, carers and siblings of those young people.</p> <p>The provision allows young people to access the community safely whilst developing life skills. This cohort of young people may have a reduced ability to access the community safely if this service is decommissioned, which may result in social isolation, and in turn result in families reaching crisis point.</p>	<p>Support the provider to signpost service users to other provisions available locally.</p> <p>Add Up reported that they do not know who receives direct payments. They are aware that some young people do access Sycamore Trust or Carer's Trust, however they have not kept any record of this</p> <p>Continue to sell programmes, e.g. teacher and parent training, and training for the behaviour support team delivered to council staff. Training programme for health. Again this could generate income.</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	A survey will be carried out of the staff employed by Add Up to determine those with protected characteristics; however the process will need to comply with Add Ups 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 on existing staff.	In progress Not required yet	Open	Georgina Shapley
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
Internal departments within LBH		Alternative funding sources to be discussed with other teams		Investigate if the services can continue to be delivered by Children and Young Peoples team and / or early intervention funding	To be initiated	Open	Georgina Shapley
Add Up	March 16	To be informed of outcome of the voluntary sector review	Decommissioning of services has not been formally discussed with the provider	To be initiated	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	December 2015	Work with provider to identify more universal activities which families and young people can access independently.	Ongoing	Open	Georgina Shapley
Disability	<p>The service provides school holiday provision, after school provision & Saturday and Sunday provision. Add Up offers support, information, and guidance for families of children diagnosed or awaiting a diagnosis of ADHD and associated disorders including children presenting challenging behaviour, including:</p> <ul style="list-style-type: none"> •Training for parents/children •Volunteer / mentoring training programme for young people <p>The service is over-subscribed at 25 per day (including out of borough children)</p> <p>The organisation currently does not receive any funding from health.</p> <ul style="list-style-type: none"> •Add Up currently does not have any 	December 2015	<ul style="list-style-type: none"> •Young people attending Add Up could go to universal provisions but tend to be removed because of their behaviour •Give training to parents in PRU and charge for this. Also give training to teachers. Developing the Monster Inside programme. By completing this, income could be generated to fund decommissioned services from local authority. •Continue to sell programmes - teacher and parent training, and training for the behaviour support team delivered to council staff. Training programme for health. Again this could generate income. •Working with colleagues on alternative provision. The organisation has been approved to 	Ongoing	Open	Georgina Shapley Add Up

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	<p>quality marks as they cannot afford the process</p> <ul style="list-style-type: none"> •Add Up reported that they do not know who receives direct payments. They are aware that some young people do access Sycamore Trust or Carers Trust, however they have not kept any record of this •Add Up does not track the progress of the young people attending once they leave the provision •Siblings are encouraged to attend so that they can better understand and will do a lot of work with the sibling. They work with different key workers to start with and then separated to build their own identity, allowing siblings to also develop on their own and not have the constant responsibility 		<p>go onto AP list.</p> <ul style="list-style-type: none"> •Explore Health Funding • The young people accessing this area of provision do not meet the threshold for short breaks. This causes confusion about what other support families can access. •Add up could look at income generation through charging a nominal fee to users as well as generating funding from offering bespoke training to schools and other professional 			
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
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	December	Work with provider to identify more	Ongoing	Open	Georgina

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	impact on the service they are able to provide to vulnerable young people	2015	universal activities which families and young people can access independently			Shapley
Religion or Belief	Provider does not gather this data		Provider may consider collecting this information in the future to ensure services are meeting needs of diverse population	To be considered	Open	Add Up
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. Add Up receives funding from a number of different organisations and has already anticipated that there will be reductions to funding so have already started to consider how to deliver future services.
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.