

# EQUALITY IMPACT ANALYSIS FORM

## STAGE1: INITIAL EQUALITY IMPACT ANALYSIS

This stage will establish whether a policy, strategy, plan, function or a change initiative (proposed step) is likely to have an adverse or positive impact on human rights or on the grounds of a protected characteristic i.e. race, gender, disability, age, religion or belief, sexual orientation. (Refer to [Guidance Document](#))

<b>Title of Proposed Step</b>	<b>Not to renew Voluntary Sector Grants</b>
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**Q 1.** What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If “yes”, summarise evidence from stakeholders, corporate diversity team, research or data:

The Council is having to reduce its budget by over 20% over the next 3 years. We have had to identify savings in the voluntary sector contracts budget by a similar percentage. We have done this by protecting core statutory functions undertaken by the voluntary sector but it has meant that other areas such as these grants are not being prioritised. It will have a negative impact on those service users who receive a service from these groups.

**Q 2.** Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

Not Applicable

**Q 3.** Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

Yes, there is likely to be an adverse impact

**Note:** The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

## **STAGE 2: FULL EQUALITY IMPACT ANALYSIS**

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

**Q 4.** What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

The Grants affected are:

1. The World of Work (TCIL) £60,000
2. Keeping Safe (Batias) £30,000
3. Star Dating (Batias) £30,000

These were originally funded through the Learning Disability Development Fund (LDDF), which ended in 2012. Thurrock decided to continue with the same level of funding out of the Revenue Budget for the projects listed. Grant agreements for a period of 2 years were agreed and are due to end 31<sup>st</sup> March 2015. The proposal is not to renew the Grant agreements.

These grants are for people with a learning disability

**Gender:** The services are provided to both male and female. The approx split based on the general population of Thurrock is females 1,234.3 being 50.4% and males 1,214.7 being 49.6% - *Figures provided by PANSI*

**Race:** 86.62% of people in Thurrock are white, 3.97% of people in Thurrock are Asian, 7.42% of people in Thurrock are Black/Caribbean, 0.67% of people in Thurrock are 'other'

**Age:** Between the ages of 18 – 64 there are approx 2,449 people in Thurrock considered to have a Learning Disability which is approximately 2.44% of the Thurrock population; 560 of which are considered moderate or severe and are in receipt of a service and approx 213 who reside with their parents. These figures are expected to rise.

There are approx 999 people with Autism.

**Religion/belief:** These proposals should not specifically affect these protected categories

**Sexual orientation:** These proposals should not specifically affect these protected categories

**Gender Reassignment:** These proposals should not specifically affect these protected categories

**Marriage / Civil Partnerships:** These proposals should not specifically affect these protected categories

**Q 5.** Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

This proposal will be reviewed electronically by the diversity team. If further clarification is required, a follow up meeting will be arranged.

**Q 6.** Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

This assessment has been completed and will be presented to a public meeting of the Health and Well-Being Scrutiny Committee.

If these savings proposals advance, Officers will work with the voluntary organisations to seek alternative funding.

**Q 7.** Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

**The World of Work £60,000 – High impact**

The World of Work meets the Valuing People Now principles and outcomes by Supporting learning disabled people and people with Autism / Aspergers to obtain work skills, job training, a work based qualification and social inclusion. This is the only service we commission that supports people with learning disabilities back into work.

The loss of this service will mean that people with a learning disability and Autism may find it difficult to engage in training and find employment, which can cause social isolation and limit participation in public life and the community.

Mitigation – The Job Centre have a programme called ‘Work Choice’ which is delivered by a provider at a local level for people with long term disabilities and learning disabilities to assist with the developing of CV’s and supporting people to be job ready with appropriate skills.

**Staying Safe £30,000 – Medium impact**

The Staying Safe project supports people with a learning disability to understand how to keep safe in the home, out side in the community and online. They set up events and training in how to recognise abuse and how to report it promoting and creating ‘Champions’ within the area.

There is a risk that without this support people with a learning disability will be at risk and more safeguarding issues will be raised.

Mitigation – Thurrock Community Safety Partnership develop and manage the community safety events in Thurrock for vulnerable groups. Some of the topics covered are personal safety, hate crime and internet safety where awareness is raised and the ability to report incidents.

**Star Dating £30,000 – Low impact**

The Star Dating project supports people with a learning disability to be able to meet other people in a safe environment with a view to dating but also to learn appropriate behaviour and to keep safe. It has been successful in reducing people’s social isolation.

Without this service people with a learning disability will be less likely to have the opportunity to find a partner and get married / live together within a relationship and live a life that reflects their dreams and wishes.

Mitigation – The Thurrock demographic is relatively compact where there are strong local links with voluntary services and the Thurrock Coalition who link in with numerous disability groups including Thurrock Diversity Network and Water Assisted Disabled Exercise and Rehabilitation Scheme (WADERS).

**Q. 8.** How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

Should these services not be renewed, the Disability Partnership Board will provide ongoing monitoring and evaluation to measure the impact on the community.

Please send the form to The Corporate Diversity Team 3rd Floor Civic Offices or [diversity@thurrock.gov.uk](mailto:diversity@thurrock.gov.uk). We will complete the administration section and publish the document. The EqIA is not completed unless it is properly published.

Electronic signatures are acceptable

Corporate Diversity Team to complete	
EqIA Meeting Date:	EqIA Publication Date:
EqIA Submitted Date:	EqIA Review Date:

AUTHOR SIGNATURE:	
HEAD OF SERVICE SIGNATURE::	