

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](#))

Title of Proposed Step	Reduction of HealthWatch Funding
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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 undertaken a review of all of our funding of voluntary sector contracts and other areas. Overall we will be reducing these areas by an equivalent amount – 20% although some areas will receive higher reductions as we focus our funding and support on those areas that are mandated by law to deliver or commission.

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

This is unlikely to have a positive impact

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?

Health Watch: £50,000

This is a service that the Council is required to commission. It replaced the old LINK service. It provides an advocacy service, acts as the patients' watchdog, provides advice and information for people wanting to access the NHS and is responsible for monitoring adult social care and children's social care. We currently fund Health Watch at over £150K a year and it is hosted via the CVS. Although difficult to achieve Health Watch will be encouraged to do more of its work through volunteers and seek funding from other sources to undertake specific pieces of work.

Age: The proposed savings should not disproportionately affect this protected characteristic

Race: The proposed savings should not disproportionately affect this protected characteristic

Sex: The proposed savings should not disproportionately affect this protected characteristic

Disability: The proposed savings should not disproportionately affect this protected characteristic

Religion or Belief: The proposed savings should not disproportionately affect this protected characteristic.

Sexual Orientation: The proposed savings should not disproportionately affect this protected characteristic.

Pregnancy and Maternity: The proposed savings should not disproportionately affect this protected characteristic

Gender Reassignment: The proposed savings should not disproportionately affect this protected characteristic

Marriage and Civil Partnerships: The proposed savings should not disproportionately affect this protected characteristic

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 prior to public consideration at the Health and Well-Being Overview and Scrutiny Committee.

If these savings proposals advance, Officers will support HealthWatch to seek alternative sources of 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?

HealthWatch £50K High Impact

This reduction represents 30% of the current grant to HealthWatch and would effectively reduce the organisations capacity to offer the current levels of service.

The organisation undertakes an invaluable role in monitoring local health and social care services and supports service users, carers and patients. It is a requirement that each local authority commissions a local service however there is no ring fenced grant for health watch it is now part of the general fund

HealthWatch provides a vital independent role in supporting the population of Thurrock and this ability would be reduced significantly if funding was reduced.

The organisation would be supported to find alternative funding to replace the reduction in funding

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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?

This overall reduction would be monitored through the regular meetings to highlight any reduction in services.

Please send the form to The Corporate Diversity Team 3rd Floor Civic Offices or 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::	