

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	Termination of a number of Older People's Voluntary Sector Grants
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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 aim of this proposed step is to create savings to address current financial pressures. The Council is having to reduce its expenditure by over 20% over the next three years. We have reviewed all of our voluntary sector grants / contracts and we have had to focus on those areas that are statutory functions. The reduction in voluntary sector grants is equivalent to the 20% reduction across the Council.

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

Not Applicable – 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?

The grants affected are;

1. Thurrock Asian Association £17,790 (net saving less due to rent paid to the Council)
2. TOFFs £5,000
3. Age Concern Thurrock £2,600
4. Age UK Essex Home Support £25,000

Although these grants are for older people and therefore impact on age, there are other protected characteristics that are affected.

Age: All of the proposed savings affect Older People. As such those aged 65 and over will be adversely affected compared to other age groups. However, the Council continues to provide significant funding for other older peoples services but these services are non-statutory.

Race: 97.38% of **older people** in Thurrock are White. The next largest ethnic group in the **older people** population is Asian/British Asian at 1.31% followed by Black/African/Caribbean/Black British at 0.92%

The termination of the Thurrock Asian Association's grant may adversely affected Asian Elders and their ability to access services. We will work with them to find alternative funding.

There should not be a disproportionate affect on Race from the other proposals.

Sex: In Thurrock, there are 12,300 females and 10,000 males aged 65 and over. This equates to 55% and 45% of the older people population respectively. As such, the termination of these services will affect females more than males.

Disability: Of the 22,300 people aged 65 and over, 5,902 people have a long term limiting illness whose day to day activities are limited a lot. This equates to approximately 27% of the older people population in Thurrock. As such, these changes are likely to adversely affect people with disabilities.

Religion or Belief: These proposals should not disproportionately affect this protected characteristic.

Sexual Orientation: These proposals should not disproportionately affect this protected characteristic.

Pregnancy and Maternity: There is unlikely to be an impact on this equality group.

Gender Reassignment: These proposals should not disproportionately affect this protected characteristic.

Marriage and Civil Partnerships: These proposals 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 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 in September.

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?

1. Termination of Thurrock Asian Association's funding £17,790 – Medium impact.

TAA provides opportunities for socialisation to Asian elders and to signpost people to other services. Those individuals who are non-English speaking are supported in accessing services and volunteers advocate on their behalf. The TAA also provide facilities to other groups working with older people (especially those from a BME background). Please note that £11,000 of this funding is for rent on the centre (former shop) owned by the Council.

If alternative funding is not found there would be an adverse impact on Asian Elders.

Actions will be taken (apart from assistance to seek alternative funding) to ensure that additional mechanisms for equality of access are put in place e.g. greater availability of information in Asian languages.

Advocacy is available through another contract. This includes the provision of a translator for people who are non-English speaking.

2. TOFFs £5,000 – Low Risk

Thurrock Over Fifties Forum (TOFFs) was set up to represent the needs and interests of older people in Thurrock and to ensure that older people were engaged in the planning, development and evaluation of services and the local community.

If alternative funding is not secured there would be an adverse impact on older people.

This organisation was put in place to ensure that the voice of older people was heard in decision making. Alternative mechanisms of engagement would need to be strengthened to ensure that this continues e.g. Older People's Partnership Board, Thurrock Coalition and links created with other older people organisations e.g. U3A

3. Age Concern Thurrock £2,600 – Medium Risk

A volunteer led organisation that provides information and advice to older people and their families from the availability of local social activities to more specific help around the completion of attendance allowance forms (last year to supported older people to claim £82k).

If alternative funding is not secured there would be an adverse impact on older people. There could also be an impact on other services as people may seek alternative help with the completion of forms. This may also result in increased social isolation and poverty for older people.

It is difficult to mitigate the risk and reduce it to a low rating without significant investment (investing in hard copies of information about social activities, greater use of LAC's and publishing more advice about completing forms). This investment would likely to cost more than the annual grant.

4. Age UK Essex Home Support £25,000 – Medium Risk

This service provides practical help to stay at home e.g. help with shopping and cleaning. If alternative funding is not secured there would be an adverse impact on older people. The funding has been used to subsidise the unit cost (hourly

rate). This will result in the organisation having to introduce a full cost recover model.

There is no mitigating action; removal of this funding will result in a higher hourly rate for older people if they continue to choose to stay with this provider.

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 impact will be monitored through the Older People's Parliament.

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 EqlA is not completed unless it is properly published.

Electronic signatures are acceptable

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

AUTHOR SIGNATURE:	
HEAD OF SERVICE SIGNATURE::	