

## Equality Analysis Template – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a full Equality Analysis is required.

<b>Name of policy, strategy or function:</b>	Cultural Development Officer / possible saving in 2016-17
<b>Version and release date of item (if applicable):</b>	
<b>Owner of item being assessed:</b>	Paul James/Jim Sweeting
<b>Name of assessor:</b>	Paul James/Jim Sweeting
<b>Date of assessment:</b>	7 <sup>th</sup> September 2015

<b>Is this a:</b>		<b>Is this:</b>	
<b>Policy</b>	<b>No</b>	<b>New or proposed</b>	<b>No</b>
<b>Strategy</b>	<b>No</b>	<b>Already exists and is being reviewed</b>	<b>Yes</b>
<b>Function</b>	<b>Yes</b>	<b>Is changing</b>	<b>No</b>
<b>Service</b>	<b>No</b>		

<b>1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?</b>	
<b>Aims:</b>	To achieve a budget saving in financial year 2016/17 onwards.
<b>Objectives:</b>	Contribute to service and directorate savings targets for 2016/17
<b>Outcomes:</b>	£54,000 revenue budget saving from April 2016

<b>Benefits:</b>	To contribute towards the Council's overall savings target for 2016/17.
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**2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.**

**(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)**

Group Affected	What might be the effect?	Information to support this.
Young and vulnerable people and families	Reduced opportunity to arts and leisure activities.	The service develops projects that benefit local people – for example: young offenders, people with dementia – by working with arts organisations and Public Health to devise projects and make funding applications to secure the resources.

**Further Comments relating to the item:**

Specific groups with protected characteristics under Equalities legislation and guidance are not necessarily affected any more or less than other groups. The service works with communities – based on needs, available resources and the funding requirements of funders at any particular given point in time. What would be lost through this proposal would be the potential expertise and support provided to communities and community groups with applications. Although this has a positive impact on those organisations / individuals, it accounts for only a small proportion of the funding received by community groups in any given year and there are other locals service providers working with these groups.

**3 Result**

<b>Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?</b>	<b>No</b>
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**Please provide an explanation for your answer:**

Any future projects are currently undefined therefore it is not possible to say whether or

not a project would impact on a particular group. If external funding is part of any project there is no guarantee that funding will be granted, therefore it is not certain whether or not a project would proceed.

With sports projects the commissioning in the main has been done with Public Health – subject to their proposals - this could still continue albeit with reduced capacity.

**Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?**

**No**

**Please provide an explanation for your answer:**

The reduction in service will necessitate a redundancy. Some young and vulnerable people may lose access to some arts and leisure activities. However there are other arts and leisure providers in the area who also work with young and vulnerable people, for example, the Corn Exchange, the Dolphin Centre – and can attract external funding to do so.

**If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.**

**If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.**

**4 Identify next steps as appropriate:**

**Stage Two required**

**No**

**Owner of Stage Two assessment:**

**Timescale for Stage Two assessment:**

**Stage Two not required:**

**Signed: PAUL JAMES / JIM SWEETING**

**Date: 7<sup>th</sup> September 2015**

**Please now forward this completed template to the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.**