

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 Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Empowering West Berkshire
Version and release date of item (if applicable):	
Owner of item being assessed:	Andy Day
Name of assessor:	Andy Day
Date of assessment:	17 October 2015

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

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?	
Aims:	The aim of Empowering West Berkshire (EWB) is to provide advice, guidance and support to all voluntary and community sector organisations.
Objectives:	EWB were established to be the single point of contact for all voluntary and community sector organisations who required support in a range of areas such as governance, funding and training.
Outcomes:	That voluntary community sector organisations in West

	Berkshire were fully supported and able to add value across the District/
Benefits:	That West Berkshire would have a thriving and competitive voluntary and community sector that was able to play its part in meeting the challenges across the District.

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.

Further Comments relating to the item:

This is a universal service available to all. No one group will be disproportionately impacted by this proposal.

3 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
--	-----------

Please provide an explanation for your answer:

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: Whilst EWB is the “umbrella organisation”

for the voluntary and community sector this will not stop voluntary and community groups working together and learning off of one another. What will be missing is that single point of contact for advice, guidance and support.

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:	Yes

Signed: Andy Day

Date: 19 October 2015
