

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Budget Proposal 2016/17 Phase 2: All2gether
Version and release date of item (if applicable):	
Budget Holder for item being assessed:	Andy Day
Name of assessor:	Andy Day
Name of Service & Directorate	Strategic Support, Resources Directorate
Date of assessment:	11 March 2016
Date Stage 1 EIA completed:	8 February 2016

Any actions identified whilst completing this EIA should be recorded in the Action Plan at Step 7.

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union		Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	
Public Consultation	X	Other (please specify)	

2. Please summarise the findings from the available evidence for the areas you have ticked above.
<p>The public consultation resulted in 31 responses in relation to the proposal to reduce the funding to All2gether. The main comments related to the work of All2gether in bringing minority communities together. 17 of those responding completed the questionnaire attached to this proposal.</p> <p>Other people who responded to the consultation felt that other organisations such as charities or religious institutions currently provide a vehicle to bring communities together.</p>

3. If you have identified any gaps in the evidence provided above, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.

The public consultation exercise did not identify any new information which was not known prior to commencing Phase 2. It is not considered necessary to commission new data or research.

STEP 2 – Involvement and Consultation

1. Please outline below how the findings from the evidence summarised above will affect people with the 9 protected characteristics. Where no evidence is available to suggest that there will be an impact on any specific group, please insert the following statement 'There should be no greater impact on this group than on any other.'

Target Groups	Describe the type of evidence used, with a brief summary of the responses gained and links to relevant documents
Age – relates to all ages	The support offered by All2gether is available to all age groups.
Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.	The support offered by All2gether is available to all groups.
Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.	The support offered by All2gether is available to all groups.
Marriage and Civil partnership –.protects employees who are married or in a civil partnership against discrimination. Single people are not protected.	The support offered by All2gether is available to all groups.
Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate	The support offered by All2gether is available to all groups.

against women breastfeeding in a public place	
Race - includes colour, caste, ethnic / national origin or nationality.	The support provided by All2gether is targeted to minority ethnic communities.
Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.	The support provided by All2gether is targeted to minority ethnic communities.
Sex - applies to male or female.	The support offered by All2gether is available to all groups.
Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.	The support offered by All2gether is available to all groups.

2. Who are the main stakeholders (eg service users, staff etc) and what are their requirements?

The support provided by All2gether is targeted at minority ethnic communities across West Berkshire. All2gether have, in the past, staged events aimed at bringing the diverse range of communities across West Berkshire together in order to better understand each other's cultures beliefs etc.

The funding provided to All2gether has been used to fund a post whose role it was to co-ordinate events and activities.

3. How will this item affect the stakeholders identified above?

This proposal will mean that All2gether will have to secure alternative funding in order to retain the "CEO" role. Because of the significant amount of work already undertaken there may be a possibility that a volunteer or number of volunteers may offer to provide help which would mitigate the loss of this post.

STEP 3 – Assessing Impact and Strengthening the Policy

What are the measures you will take to improve access to this item or to mitigate against adverse impact?

There are no measures that the Council can undertake.

STEP 4 – Procurement and Partnerships

Is this item due to be carried out wholly or partly by contractors?

Yes/No (please delete)

If 'yes', will there be any additional requirements placed on the contractor? Have you done any work to include equality considerations into the contract already? You should set out how you will make sure that any partner you work with complies with equality legislation.

N/A

STEP 5 – Making a Decision

Summarise your findings and make a clear statement of the recommendation being made as a result of the assessment. This will need to take into account whether the Council will still meet its responsibilities under the Equality Duty.

This proposal attracted 31 responses with 17 of those completing the relevant questionnaire. It is clear that some of those responding value the work of All2gether whilst others feel that other organisations such as charities or religious institutions already do some of this work. It may also be possible for those minority groups who have already benefited from the support of All2gether to step forward and pick up some of the work currently undertaken by the "CEO".

Given the responses to this proposal there is nothing which has emerged which the Council was unaware of. On that basis it is recommended that this proposal be progressed.

STEP 6 – Monitoring, Evaluating and Reviewing

Before finalising your action plan, you must identify how you will monitor this item following the Equality Impact Assessment and include any changes of proposals you are making.

Once the change has taken place, how will you monitor the impact on the 9 protected characteristics?

It is not intended to carry out any further monitoring of the support provided by All2gether.

STEP 7 – Action Plan

Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.

	Actions	Target Date	Responsible Person
Involvement & consultation	None		

Data collection	None		
Assessing impact	None		
Procurement & partnership	None		
Monitoring, evaluation and reviewing	None		

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Contributors to the Assessment		
Name:	Job Title:	Date:

Head of Service (sign off)		
Name: Andy Day	Job Title: Head of Strategic Support	Date: 11 March 2016

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): Rachel.craggs@westberks.gov.uk