

## Equality Impact Assessment – 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 Two Equality Impact Assessment is required.

<b>Name of policy, strategy or function:</b>	Budget Proposal 2016/17 Phase 2: Community Council for Berkshire
<b>Version and release date of item (if applicable):</b>	
<b>Owner of item being assessed:</b>	Andy Day
<b>Name of assessor:</b>	Andy Day
<b>Date of assessment:</b>	8 February 2016

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

<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>	Community Council for Berkshire (CCB) is an independent Charity with experience in community development.
<b>Objectives:</b>	CCB's overall aim is to support communities in Berkshire to thrive by providing information, advice, support, training and personal development to individual groups and other organisations.
<b>Outcomes:</b>	The overall outcome sought by CCBs is to have thriving communities which are self sufficient and independent.

<b>Benefits:</b>	Having self sufficient and thriving communities helps the Council to ensure that in difficult times such as severe weather communities are able to help themselves leaving the Council to focus on those less able to do so.
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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.)

<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this.</b>
Older and younger People	Although the work of the CCB is not specifically aimed at older people, there could be an impact on them since their work involves helping to develop self sufficient and independent communities. However the funding being cut is not substantial.	
Disability	Although the work of the CCB is not specifically aimed at people with disabilities, there could be an impact on them since their work involves helping to develop self sufficient and independent communities. However the funding being cut is not substantial.	
Gender Reassignment	There will not be a specific impact on this group.	
Marriage & Civil Partnership	There will not be a specific impact on this group.	
Pregnancy & Maternity	There will not be a specific impact on this group.	
Race	There will not be a specific impact on this group.	
Religion/Belief	There will not be a specific impact on this group.	
Sex	There will not be a specific impact on this group.	

Sexual Orientation	There will not be a specific impact on this group.	
<b>Further Comments relating to the item:</b>		
The community development work undertaken by CCB will, in future be undertaken in house by the Council. Communities will continue to be supported with advice and support and helped to help themselves.		

<b>3 Result</b>	
<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>
<b>Please provide an explanation for your answer:</b>	
<b>Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?</b>	<b>No</b>
<b>Please provide an explanation for your answer:</b>	

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 Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.

<b>4 Identify next steps as appropriate:</b>	
<b>Stage Two required</b>	No
<b>Owner of Stage Two assessment:</b>	Andy Day
<b>Timescale for Stage Two assessment:</b>	

**Signed: Andy Day**

**Date: 8 February 2016**