

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Budget Proposal 2016/17 Phase 2: Community Furniture Project (CFP)
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>In total 28 responses were received to the consultation with 22 of those responding completing the questionnaire attached to this proposal.</p> <p>Those that responded considered that the Community Furniture Project (CFP) provided an excellent and cost effective service in relation to the furniture which it reclaimed and then redistributed to many people that would otherwise be unable to afford it.</p> <p>Other comments referred to the excellent work which the Furniture Project did in providing opportunities for vulnerable people to get back into work.</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 responses to the consultation have not raised any issues which were not already known at the time of the consultation. It is not proposed to commission any new data or research associated with this proposal.

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 furniture aspect of the support provided by CFP is available to all although there is a two tier pricing system in place which recognises people's ability to pay.
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.	Some of the projects which are run by CFP are targeted at those with a learning disability. These projects help people back into work and are very much valued by those who receive these opportunities.
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 furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted at those individuals with a learning disability.
Marriage and Civil partnership – protects employees who are married or in a civil partnership against discrimination. Single people are not protected.	The furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted at those individuals with a learning disability.
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	The furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted

she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place	at those individuals with a learning disability.
Race - includes colour, caste, ethnic / national origin or nationality.	The furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted at those individuals with a learning disability.
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 furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted at those individuals with a learning disability.
Sex - applies to male or female.	The furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted at those individuals with a learning disability.
Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.	The furniture aspect of the service offered by CRP is available to all individuals. Other projects relating to employment opportunities are targeted at those individuals with a learning disability.

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

The furniture aspect of the services provided by CFP are available to all although there is a two tier pricing structure in place to reflect the fact that some people are better placed to pay more than others for reclaimed furniture.

In relation to the employment related projects, these are targeted at those with a learning disability. These projects provide people with opportunities to work in a variety of settings to make them work ready with a view to them securing long term employment.

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

Given that the reduction in funding is relatively small it is hoped that the services will continue with little or no impact on the individuals concerned.

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?

None

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.

No

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.

The consultation exercise resulted in 28 responses with 22 completing the questionnaire attached to this proposal. There has been nothing raised or any mitigation offered which would prevent the Council from proceeding with this proposal. It is therefore proposed 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?

N/A

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