

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Budget Proposal 2016/17 Phase 2: West Berkshire Neighbourhood Wardens
Version and release date of item (if applicable):	
Budget Holder for item being assessed:	Susan Powell
Name of assessor:	Andy Day
Name of Service & Directorate	Strategic Support, resources Directorate
Date of assessment:	16 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, 88 responses were received during the consultation. Of those who responded:</p> <ul style="list-style-type: none"> • 77 were from individuals • Seven from groups/organisations • One from a West Berkshire Council service • Three from Town/Parish Councils <p>The majority of the comments received from the public centred on people potentially feeling less safe in the areas that Wardens are deployed. Some of those responding commented on the wardens being a visible presence who young people respect. A significant number of the comments also referred to the vital work that the wardens did in picking up litter and preventing fly tipping. Other comments related to the links that wardens had with young people and the</p>

schools.

A number of those responding suggested that crime and anti-social behaviour might increase as a result of this proposal.

Some of those commenting suggested that as the service was not universal it was appropriate for the Parish and Town Councils to fund this service in total.

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 consultation did not raise any issues which were not known prior to going out to the public.

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
<p>Age – relates to all ages</p>	<p>The breakdown of the consultation responses in relation to age were:-</p> <p>Not answered: 42 Under 18: 1 18 to 24: 1 25 to 34: 4 35 to 44: 11 45 to 54: 12 55 to 64: 10 65+: 7</p> <p>Some people suggested that the elderly in those areas where wardens are deployed could feel less safe.</p> <p>The wardens also do a lot of work with young people in terms of mentoring.</p>
<p>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.</p>	<p>The breakdown of the consultation responses in relation to disability were:-</p> <p>Not answered: 43 Disabled: 3 Non-disabled: 42</p> <p>No items were raised that were relevant to people with a disability.</p>
<p>Gender reassignment - definition has been expanded to include people who chose to live in the</p>	<p>No items were raised which were of direct relevance to gender</p>

opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.	reassignment.
Marriage and Civil partnership – protects employees who are married or in a civil partnership against discrimination. Single people are not protected.	No items were raised which were of direct relevance to marriage and civil partnerships.
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 against women breastfeeding in a public place	There were no items which were raised which were of direct relevance to pregnancy and maternity.
Race - includes colour, caste, ethnic / national origin or nationality.	The breakdown of the consultation responses in relation to race were:- Not answered: 42 Other: 3 Mixed: 1 White/White British: 42 No items were raised which were of direct relevance to race.
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.	No items were raised which were of direct relevance to religion and belief.
Sex - applies to male or female.	The breakdown of the consultation responses in relation to sex were:- Not answered: 42 Female: 31 Male : 15 Some of those that commented felt that young mothers may feel less safe without the presence of wardens.
Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.	No items were raised which were of direct relevance to sexual orientation.

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

Thames Valley Police could be impacted by virtue of the work that wardens undertake. For instance, Wardens litter pick, mentor young people and generally provide a reassurance role in the relevant communities. This may result in more work for neighbourhood policing teams.

Parish and Town Councils will potentially be left with having to organise their own litter picks

and graffiti removal both of which are currently undertaken by the wardens.

It is highly possible that some elderly residents in areas where the wardens operate may feel less safe and may not receive their visits which are part of the warden's scheme which is not necessarily evident to all.

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

If the proposal is progressed the current wardens scheme managed by Sovereign Housing will cease at the end of June 2016. The Council's funding will cease from 31 May 2016.

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?

Discussions have been held with all appropriate Parish and Town Councils to see whether they would be prepared to develop their own warden's scheme which they would fund and manage. Further discussions between the relevant Parish and Town Councils are expected.

STEP 4 – Procurement and Partnerships

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

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.

It is accepted that some people living in areas where the wardens operate may feel less safe. However, there will still be neighbourhood police officers patrolling in those areas. There are also neighbourhood watch schemes operating in some of these areas too.

Given the response to the consultation it is recommended that the proposal be progressed but that Transitional funding of £50,000 be made available by West Berkshire Council to the Parish/Town Councils to enable them to develop their own schemes.

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?

Monitoring of this proposal will be based on the response of the Parish and Town Councils as to whether they decide to set up a new warden's scheme.

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	N/A		
Data collection	N/A		
Assessing impact	N/A		
Procurement & partnership	N/A		
Monitoring, evaluation and reviewing	To monitor whether the Parish and Town Councils establish a warden's scheme.	End of June 2016.	

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: 16 March 2016
-----------------------	---	----------------------------

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