

Equality Impact Assessment

Service Area	Community Partnership Team
Policy/Service being assessed	Grants Review Process
Is this a new or existing policy/service?	This is a Review Process for grants to Voluntary and Community Organisation that take place on a 3 yearly cycle.
If existing policy/service please state date of last assessment	
EIA Review team – List of members	Cllr Caborn, Cllr Coker, Cllr Blacklock, Cllr Judy Falp, Nick Darwen and Bernadette Allen
Date of this assessment	Tuesday 24th September 2010
Signature of completing officer (to be signed after the EIA has been completed)	Bernadette Allen
Name and signature of Head of Service (to be signed after the EIA has been completed)	Susie Drummond

A copy of this Equality Impact Assessment Report including relevant data and information should be saved in the Equality and Diversity Folder on the shared drive.

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY

High relevance/priority
 relevance/ priority
 Medium relevance/p
 Low or no

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:	Relevance/Risk to Equalities																							
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Socio-economic			Priority status For EIA		
Grants Review Process																								

Form A2

Equality Impact Assessment **Please Explain**

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of policy/service?	The District Council has set up an Officer/ Elected Members Panel to review the funding to voluntary and Community sector
(2) How does the policy/service fit with the council's wider objectives?	The Sustainable Community Strategy is to be used as the basis for the future allocation of funding to the VCS.
(3) What are the expected outcomes of the policy/service?	<p>In considering the use of these funds, the Grants Review Panel will address the following:</p> <ul style="list-style-type: none">• Opportunities to better deliver the Council's priorities and support the delivery of the Warwick District Sustainable Community Strategy• Opportunities to improve value for money• Opportunities to achieve better and more effective use of resources• Undertake an Equality Impact Assessment as part of the review process to clarify whether they is likely to be an adverse impact on certain groups (based on gender, race or disability)• Opportunities to streamline processes and improve transparency of processes and decision-making• Opportunities for rationalisation, for instance through combining separate schemes or allocations, both within the Council and with partners• Linkages with the County Council's Review of Voluntary and Community Sector Funding
Who is intended to benefit from the policy/service and in what way?	The beneficiaries are the VCS organisations who deliver services in partnership with the District Council.

<p>(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?</p> <p>Please identify all groups that are affected and briefly explain why</p>	RACE YES/NO	AGE YES/NO	GENDER YES/NO
	RELIGION/BELIEF YES/NO	DISABILITY YES/NO	SEXUAL ORIENTATION YES/NO
	Other – please specify		
(5) Are there any obvious barriers to accessing the service?	No – The review is an inclusive process to ensure consideration is given to all groups.		
(6) How does the policy/service contribute to promotion of equality?	The review process is open and transparent process to ensure all groups are treated fairly in the council’s grant giving process.		
(7) Does the policy/service have the potential to promote good relations between groups?	Yes - The review process is to provide an opportunity for all groups to showcase the work they do and what benefits the services they provide have on the wider community		
<u>Stage 2 - Information Gathering</u>			
(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	The County Council, WCAVA and all existing funding recipients have been given opportunities provide information to inform the review process.		
(2) What consultation/ information has been used? What new consultation, if any, do you need to undertake?	<p>1) Monitoring data on current recipients funding</p> <p>2) Scrutiny process</p>		
<u>Stage 3 – Making a Judgement</u>			

<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>Potentially the result can have a negative impact on number of groups losing funding. However the focus of the review is about being open and transparent about the allocation of future funding to the voluntary and community sector.</p> <p>No – The Grant Review Panel is not aware of any problems in terms of evidence of needs not being met.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>This is an adverse impact potentially and some groups losing funding. However this can be justified as the process is around providing widening opportunities for funding the voluntary and community sector in a fair way.</p>

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	The possibility of phasing out of the grants and sign posting to other funds for those VCS organisations that loose funding.																													
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	The process is about 'value for service' and supporting delivery of Sustainable Community Strategy as apposed to reducing funding pots																													
Stage 4 – Action Planning, Review & Monitoring																														
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1)Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EIA Action Plan</p> <table border="1" data-bbox="779 659 2040 1241"> <thead> <tr> <th data-bbox="779 659 1032 730">Action</th> <th data-bbox="1032 659 1285 730">Lead Officer</th> <th data-bbox="1285 659 1538 730">Date for completion</th> <th data-bbox="1538 659 1792 730">Resource requirements</th> <th data-bbox="1792 659 2040 730">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="779 730 1032 1129">Implementing the decision made on future funding.</td> <td data-bbox="1032 730 1285 1129">Alison Williams / Jane Coates</td> <td data-bbox="1285 730 1538 1129">1st April 2012</td> <td data-bbox="1538 730 1792 1129">Potentially officer time to support those who have lost funding on to new funding opportunity.</td> <td data-bbox="1792 730 2040 1129">The Grants Panel in limiting impact on any decision to cut or reduce funding need to consider phasing of agreed actions.</td> </tr> <tr> <td data-bbox="779 1129 1032 1169"></td> <td data-bbox="1032 1129 1285 1169"></td> <td data-bbox="1285 1129 1538 1169"></td> <td data-bbox="1538 1129 1792 1169"></td> <td data-bbox="1792 1129 2040 1169"></td> </tr> <tr> <td data-bbox="779 1169 1032 1209"></td> <td data-bbox="1032 1169 1285 1209"></td> <td data-bbox="1285 1169 1538 1209"></td> <td data-bbox="1538 1169 1792 1209"></td> <td data-bbox="1792 1169 2040 1209"></td> </tr> <tr> <td data-bbox="779 1209 1032 1241"></td> <td data-bbox="1032 1209 1285 1241"></td> <td data-bbox="1285 1209 1538 1241"></td> <td data-bbox="1538 1209 1792 1241"></td> <td data-bbox="1792 1209 2040 1241"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	Implementing the decision made on future funding.	Alison Williams / Jane Coates	1 st April 2012	Potentially officer time to support those who have lost funding on to new funding opportunity.	The Grants Panel in limiting impact on any decision to cut or reduce funding need to consider phasing of agreed actions.															
Action	Lead Officer	Date for completion	Resource requirements	Comments																										
Implementing the decision made on future funding.	Alison Williams / Jane Coates	1 st April 2012	Potentially officer time to support those who have lost funding on to new funding opportunity.	The Grants Panel in limiting impact on any decision to cut or reduce funding need to consider phasing of agreed actions.																										
(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan	The implementation of the EIA Action Plan will be monitored via 1:1 Support meeting with Manager.																													

Once complete please save a copy of this EIA into the central drive **L:/Equalities & Diversity/EIA/2010/relevant service area**

Please annotate your policy with the following statement:

`An Equality Impact Assessment on this policy was undertaken on (24th September 2010) and will be reviewed on (September 2015)..