

Equality Impact Assessment

Service Area	Community Partnership Team
Policy/Service being assessed	Procurement of Services from the Voluntary and Community Sector 2015 – 2018
Is this is a new or existing policy/service?	This is the second round of VCS Commissioning in preparation for 2015 – 2018
If existing policy/service please state date of last assessment	The last assessment for the current contracts took place in September 2010
EIA Review team – List of members	Cllr Caborn, Cllr Coker, Cllr Blacklock, Cllr Judy Falp, Cllr Alan Wilkinson, Cllr Moira Ann Grainger, Jenny Murray, Liz Young
Date of this assessment	Wednesday 7 May 2014
Signature of completing officer (to be signed after the EIA has been completed)	Liz Young
Name and signature of Head of Service (to be signed after the EIA has been completed)	Andrew Jones

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



Medium relevance/priority



Low or no relevance/priority

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		
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Procurement of VCS Services 2015 - 2018	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
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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 Elected Member Grant Review Panel supported by the Community Partnership Team has been tasked with the development of commissioning priorities for the procurement of VCS services 2015 - 2018
(2) How does the policy/service fit with the council's wider objectives?	A framework which supports the refreshed sustainable community strategy, the Fit for the Future strategy and which takes into account the Social Inclusion Index data is to be used as the basis for developing the priorities for commissioning of VCS services 2015 - 2018
(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 Fit for the Future Strategy 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 commissioning process to clarify whether there is likely to be an adverse impact on certain groups (based on gender, race or disability)• Opportunities to streamline processes and improve transparency and decision-making• Opportunities for rationalisation e.g. via combining separate schemes or allocations, both within the Council and with partners• Linkages with the County Council's Review of Voluntary and Community Sector Infrastructure 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.

(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group? Please identify all groups that are affected and briefly explain why	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 – VCS commissioning is an inclusive process ensuring consideration is given to all groups.		
(6) How does the policy/service contribute to promotion of equality?	The commissioning process is open and transparent to ensure all groups are treated fairly		
(7) Does the policy/service have the potential to promote good relations between groups?	Yes - The commissioning process provides an opportunity for all groups to showcase the work they do and how it benefits 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, all current VCS service deliverers as part of existing contracts, and the wider VCS have been given opportunities provide information to inform the commissioning process.		
(2) What consultation/ information has been used? What new consultation, if any, do you need to undertake?	1) Monitoring data on current recipients funding 2) Scrutiny process		
<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 could have a negative impact in that some groups may lose or have their funding reduced. However the focus of the commissioning process 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>There is potentially an adverse impact if the funding approach is more widespread i.e. putting resources into lower super output areas outside of Crown, Brunswick and West Warwick and similarly if tenders are received from new groups in addition to the existing contract providers – this is justifiable in terms of targeting resources to the areas of greatest need and ensuring organisations can effectively deliver the required services. This approach could result in a loss or reduction of funding to existing groups and therefore presents a risk to sustainability of the services they currently deliver to the community.</p>

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	Elected Members to pay due consideration to the impact the allocation of funding will have and the importance of sustaining services that are being provided by the VCS that are having maximum impact and are delivering Council priorities. Third Sector Support will be one of the 4 main commissioning themes to ensure that the sector continues to receive capacity building support and maximise funding opportunities				
(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				
<u>Stage 4 – Action Planning, Review & Monitoring</u>					
If No Further Action is required then go to – Review & Monitoring	EIA Action Plan				
(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.	Action	Lead Officer	Date for completion	Resource requirements	Comments
	Implementing the decision made on future commissioning priorities	Jenny Murray/Liz Young	1 st April 2015	Potentially officer time to support and signpost those who have lost funding on to new funding opportunities	
(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 meetings between the Lead Officer and the Community Partnership Team Manager and to be monitored at Grant Review Panel meetings.				

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

An Equality Impact Assessment on this policy was undertaken on 7 May 2014 and will be reviewed in May 2017