

Equality Impact Assessment (EIA)

Title of policy/proposal and EIA number

Community Wellbeing

Date of assessment

14.11.20. Updated 01.12.20 and 07.01.21.

Overview

This EIA considers the impact of changes to the Community Wellbeing service on the protected characteristics groups and the implications for the Public Sector Equality Duty (Equality Act 2010). Where any adverse impact is identified, mitigating actions will be considered.

1. What is being introduced/amended and why? What are the anticipated outcomes?

A new Community Strategy will provide the opportunity to deliver more through community and voluntary organisations. As part of this the Council will target its involvement to its own areas of responsibility and less to service areas which are the responsibility of other statutory bodies. This includes the council's Children, Young People and Families Service which will no longer continue after March 2021. There will be a closure plan including handover of information etc.

Children, Young People and Families (CYPF) Service	Proposed action	Impact	Mitigating action
Support local communities and voluntary sector with the development of 0-19 offer.	Cease the practical support given by the Connected Communities Team to develop the community and voluntary sector offer	While many activities will continue there is the loss of opportunity to develop a wider range of services. There could be a potential adverse impact on the young people who are currently supported by the organisations that the team works with, particularly if groups are not able to obtain support from elsewhere.	Ensure signposting to other sources of support.
Develop borough-wide community-based play provision in school holidays	Cease the enabling grant funding for play provision.	Potential adverse impact if groups are not self-sustaining or able to obtain support from elsewhere.	Ensure signposting to other sources of support.
Deliver Think Safe and safety promotions	Review options for delivery of Think Safe activities. In 2020 an online education pack was developed to replace the event which had to be cancelled due to COVID-19 restrictions. It will also not take place in 2021. Other partners are considering resource implications	Neutral: the cancellation of the face-to-face activity in 2021 is not due to this proposal.	If there was to be an event in 2022, the council would consider how its Events team could continue to support this in partnership with other organisations.

	and alternatives such as directing to on-line formats.		
Support Youth Voice – children and young people’s forum.	Cease support to Youth Voice.	Neutral: The forum is new and has not been able to properly establish under Covid-19 restrictions.	Work to a different model of engaging with children and young people via activities held by service teams e.g. Democracy Week.
Enabling – information sharing via Facebook and other social media channels.	Close the Children Young Person’s and Families Facebook page. Some BDBC communications can be delivered via other social media.	Potential adverse impact of the loss of this central point for organisations and individuals to share news and signpost to support services.	Council Communications team to share/re-post some material and signpost to other organisations’ social media channels including Hampshire County Council.
Youth Work training	The council will no longer deliver youth work training	Neutral: this is not a district council function and there are other providers.	Sign-post to other providers and discuss with BVA.
Children, Young People and Families Partnership	The council will no longer organise the partnership. Council departments may continue to contribute to the partnership on a subject by subject basis if requested.	Potential adverse impact if other partners are not willing to organise as this could lead to a loss of communication channels and sharing information	Another member organisation to organise.
Support to CSPO team on tackling ASB	Cease the support given by the Connected Communities Team to tackling youth related ASB	Neutral: no differential impact on any groups. Emphasis will continue to be on other organisations with statutory responsibilities.	Community Safety team to continue to lead on ASB work, noting the continuing work of other agencies with the statutory responsibility for diversionary activities.
Support other corporate activities impacting on CYP&F.	The Connected Communities Team will provide less support to other departments in their engagement with children, young people and families, and partner organisations.	Potential adverse impact as there will be some loss of internal knowledge and advice of working with children, young people and families.	Other Council teams to ensure that the activities they undertake reach all ages. Ensure signposting to other sources of support.
Home-schooled children	Cease support to home-schooled children as this is not the council's role	Neutral: no differential impact on any groups.	County council to continue to lead on this work.

2. Who is intended to benefit from the policy/proposal etc.?

The proposed actions in the Budget Strategy would go towards covering the gap in the council's budget, ensuring that essential services are maintained and continue to benefit a range of people in the borough.

3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially* positive/negative or neutral impact on this/these group/s (read the notes below before you start)

* A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or negative = disadvantages/ could discriminate). A 'neutral' impact is when something is generally positive or negative for everyone.

Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)**:

- a. Eliminating discrimination/harassment - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?
- b. Advancing equality of opportunity - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?
- c. Promoting good relations between different groups - promoting understanding or integration between groups, could the proposal build better relationships between communities?

**For marriage and civil partnership, legislation requires you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.

IMPORTANT: Give brief reasons and **evidence** for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any negative impact identified, describe actions already taken to address it. **Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.**

Consider and explain the impact/s of the proposal on the groups listed – use evidence to support this

Characteristic	Group	Positive – meets the aims of the PSED by...	Adverse – could disadvantage by... / are there any mitigating actions?	Neutral – generally positive or potentially adverse impact for all
Age Alter age ranges if appropriate	Under 16		Refer to table above for potential adverse impact and mitigating actions	The statutory responsibility for providing services for Children, Young People and Families rests with other organisations. The opportunity for local community and voluntary organisations to also deliver services could be positive for all groups.
	16 to 25			
	26-64			
	Over 65			
Sex	Women			If the council's Children, Young People and Families Service were to be ceased, There will be a closure plan that will include signposting people to other sources of information and other organisations, including other statutory bodies with the lead role for children, young persons and families.
	Men			
Race	White British			
	Gypsies/Travelers			
	Other minority ethnic groups (please specify)			
Disability & Health	Physical impairment			
	Sensory impairment			
	Long-term health problem			

	Mental illness			
	Learning disability			
Sexuality	Lesbian/Gay			
	Bisexual			
Religion & Belief	Faith groups			
	Atheist/Agnostic/ other belief			
Gender reassignment	Transgender people			
Marriage or Civil Partnership	People in a civil partnership/married			
Pregnancy or Maternity	People who are pregnant/on maternity leave			
Other	Living in rural area			
	Poor literacy/Numeracy			
	Low income/benefits /unemployed			
	Caring responsibilities			

4. Summarise details of any research or consultation carried out to evidence your comments in the table.

The statutory responsibility for activities that the Children, Young People and Families Team contributes to rests with other organisations.

The council's Equality and Diversity Profile of the borough for 2020 has been reviewed to consider the needs of local residents in relation to the protected characteristics groups. The more detailed review of current grants will give due consideration to key data, including the following points from the 2001 and 2011 Census:

- 13.5% of people in Basingstoke and Deane who said that they had a long-term health problem or disability;
- residents of post-retirement age (65 and over), the % of which has gradually increased from 12.4% in the 2001 Census to 17.2% in the 2011 Census and these figures are projected to continue to rise in the future;
- 20% of residents in Basingstoke and Deane who are under 16;
- 11.8% of residents are from ethnic groups other than White British.

Summary of public consultation results that have equalities implications

- Issues raised by community organisation and centre about less guidance and support from council staff (other organisations locally don't have the same level of experience), which would impact on a range of groups. Can deliver community wellbeing work locally but need resource to do this and the community team would be essential to mitigate issues.
- Need more detail on the Community Strategy to be able to comment.
- Invest more in youth organisations, prevention is part of the solution.

Summary of staff consultation results that have equalities implications

Feedback from staff included the need to mitigate the potential impact on the mental health of those affected by the proposals and their teams, and the need to be flexible with working hours for those with childcare responsibilities. HR will ensure that these points are taken into account, and that necessary adjustments are made where possible, if the budget proposals are approved.

5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified *(these should be included in, and monitored as part of, your Business Unit Plan).*

Action	Officer Responsible	Target date
Assessment to be revisited after the staff consultation to take into account any issues that have not been identified in this review.	Policy Officer	Jan 2021
Other BDBC teams should be made aware of what is being proposed to allow for time to consider how they will manage the engagement work with CYPF and design approaches accordingly.	Relevant service teams	ASAP
If approved, changes should be monitored to identify any unforeseen impacts on any groups.	Connected Communities Team	Ongoing
If approved, changes should be communicated through a range of communication channels.	Communications Team	March 2021

6. Summary of findings for reporting purposes *(briefly say what was assessed, what the findings were and note any actions).*

An Equality Impact Assessment has been undertaken to consider the impact on the protected characteristics groups and the implications for the Public Sector Equality Duty.

The specific proposals to cease the work of the Children, Young People and Families team’s work could have a potential adverse impact on children, young people and families and the organisations that support them. Mitigating actions have been considered to overcome potential issues. The primary responsibility for providing support to children, young people and families would continue to rest with other organisations that have a statutory responsibility. They would also be supported by groups in the community and voluntary sector plus the work of other BDBC departments. However, community organisations would not be supported to think more inclusively and support CYPF with a range of diverse needs, particularly those who do not normally engage.

The interests of children young people and families should be considered as part of inclusive service design by all service departments.

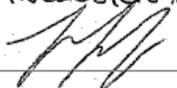
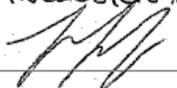
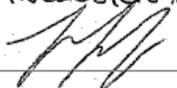
The impact of the proposals is classified as neutral for all other groups.

This assessment was revisited after the public consultation and key points included concern that any changes in budget for services provided by the council would mean less guidance and support from council staff, the need for more resource to deliver local activities, including the council’s community team support to mitigate issues. Respondents also asked for more detail on the Community Strategy to be able to comment and noted the need to invest more in youth organisations.

Feedback from the staff consultation included the need to mitigate the potential impact on the mental health of those affected by the proposals and their teams, and the need to be flexible with childcare. HR will ensure that these points are taken into account, and that necessary adjustments are made where possible, if the budget proposals are approved.

Equality Working Group recommendation – this assessment has been successfully reviewed with the following outcome:

- No major change** – The assessment of this policy/proposal shows no potential for discrimination. The item will meet the aims of the Public Sector Equality Duty. Therefore it can proceed to inform a Member decision.
- Adjust the policy/strategy or function** – This item will better meet aims of the Public Sector Equality Duty if actions to remove barriers or to better advance equality (identified in Sections 3 and 5) are implemented.
- Continue the policy/proposal** – There is some potential for adverse impact or missed opportunities to promote equality, diversity and inclusion, but no unlawful discrimination has been identified. Ensure effective equality monitoring is in place to regularly assess the actual impact on different groups.
- Do not proceed** – Stop and rethink. Adverse equality impacts have been identified/may not be justified for a protected characteristic group/s and have not been sufficiently mitigated. Unlawful discrimination could be taking place. Do not adopt or continue with the policy/proposal until further actions and equality assessment has been undertaken.

Job titles of officers completing assessment:	Interim Executive Director of Borough Development, Interim Head of Borough Development and Implementation, Policy Officer		
Equality Strategy Group sign off necessary?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Job title/signature/s of EIA Validator/s:	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;">P.H. FOR INCLUSION AND DIVERSITY </td> <td style="width: 50%; text-align: center;">HEAD OF HR AND OD </td> </tr> </table>	P.H. FOR INCLUSION AND DIVERSITY 	HEAD OF HR AND OD 
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Validation date:	25.03.21		