

## CONDUCTING AN EQUALITY IMPACT ASSESSMENT

For further help with this template, contact Ruth Richards, Equality and Language Officer

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### 1) AUTHOR(S) OF THE ASSESSMENT

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### 2) PARTNERS

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Children and Family Support Department and Contracts Unit directly.

Women's Aid and De Gwynedd Domestic Abuse Service by way of review meetings and monitoring arrangements.

### 3) START DATE

October 2014

### 4) END DATE

3 December 2014

### 5) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE

Note the reason for the policy and what the Authority aims to achieve through it

- All Third Sector Service Level Agreements excluding Women's Aid and South Gwynedd Domestic Abuse Service have been extended for an additional year up to 31/03/16.
- As part of efficiency proposals for 2014-2017, the Children and Family Support Department have proposed that the service level agreements for Women's Aid (worth £ 20,070) and De Gwynedd Domestic Abuse (worth £ 33,810) are brought to an end on the 31/03/15.
- The Children and Family Support Department has had to consider all service areas including third sector agreements so as to identify savings.
- The decision to put these two agreements forward as savings was not taken lightly. However, on balance it was decided that as they did not fulfill statutory responsibilities on behalf of the service, the impact would be less than the ending of other statutory functions.
- The Children and Family Support Department's proposal has been considered by the Council's internal arrangements of the Council as part of this process, i.e. Corporate Management Team and the Corporate Efficiency Workgroup.
- The proposal has also been discussed as part of all proposed corporate savings at the Corporate Scrutiny Committee on 13 November 2014.

- A final decision is expected by the Cabinet on 16 December 16 2014

## **6) INVOLVEMENT AND CONSULTATION**

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

An annual review meetings have been held with the agreements between both organizations

Women's Aid - 03/26/14

De Gwynedd Domestic Abuse Service - 03/06/14

Present at the meeting were managers of organisations, Head of the Children and Family Support Department and Contracts Officer from the Adult, Health and Wellbeing Department. Confirmation was given at those meetings that the Service Level Agreement was to be extended for a 4th year for the period 04/01/14 - 31/03/15.

The Head of Department did state during these discussions that challenging financial constraints were on the horizon for the Council and its Departments. In this context, she confirmed that she could not guarantee a continuation of the agreement post 31/03/15 and that all agreements would be considered as part of efficiency saving considerations.

The Head of Department discussed the proposal with De Gwynedd's Domestic Abuse Service on November 11, 2014. During that conversation, the Head was able to explain the rationale behind the proposal in question. Whilst expressing her disappointment, De Gwynedd's Manager confirmed that she understood the situation adding that they would now consider an 'exit strategy'.

## **7) AVAILABLE EVIDENCE**

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

### **1. Monitoring Data**

See Appendix 1 for a summary of monitoring data from both organisations. The evidence in its entirety is available to members.

### **2. Those who are affected**

Appendix 1 also contains feedback from those who have received services from both organisations.

## **8) EVIDENCE GAPS**

Note any evidence gaps and how these will be filled.

There are monitoring gaps in the ability to identify and measure the full effect and/or success of the service provided by both organisations. Both organisations have been encouraged during their agreement periods to

submit qualitative information in addition to the quantities information already supplied. However, qualitative evidence has not been presented.

## 9) WHAT IS THE ACTUAL/ LIKELY IMPACT?

This should outline the relevance of the policy/ service/ function to the general duties of the Equality Act and to each of the equality groups (protected characteristics). You should clearly note what the actual or likely impact will be. It may be that there is no relevance or effect in relation to all the duties and characteristics, but if a relevance and/or effect is found in relation to one or more duty or characteristic, then it will be necessary to proceed with the assessment

9a)

General Duties of the Equality Act	Relevance to the general Duties	The actual or likely impact
<b>Eliminating illegal discrimination, harassment and victimisation</b>	Yes	<p>These are services that can reduce harassment, victimisation; that can reduce the impact on good relationships and that can promote equal opportunities. As a result there is some risk in bringing these services to an end, hence the equality impact assessment exercise.</p> <p>The impact is classed likely as there is no evidence to substantiate that the impact would be real and significant.</p>
<b>Promoting equal opportunities</b>	Yes	
<b>Promoting good relationships</b>	Yes	

9b)

Characteristics	Relevance to characteristics	The actual or likely impact
Race		
Disability		
Sex		The likely welfare of those within this characteristic that currently have access to the service. .
Gender reassignment		
Sexual orientation		
Religion or belief		
The Welsh language		
Age		The likely welfare of those within this characteristic that currently have access to the service. .
Pregnancy and maternity		
Marriage and civil partnership		

NOTE: Relevance to the 'Sex' and 'Age' characteristics have been addressed specifically above. However, it is acknowledged that it could impact on individuals within the other characteristics, but not as a direct result of these characteristics.

## 10) ADDRESSING THE IMPACT

<b>a)</b>	<b>Note any possible equality impact(s)</b>  The loss of service provided is likely to have an impact on individuals within two specific characteristics who can currently access the service.  In addition, these are services that can reduce harassment, victimisation; that can reduce the impact on good relationships and that can promote equal opportunities  There is no evidence to predict the real and significant impact of bringing the service to an end.
<b>b)</b>	<b>What steps could be taken to reduce or improve these impacts?</b>  The organisations are encouraged to identify alternative funding sources
<b>c)</b>	<b>Do we need to reconsider the plan?</b> If the plan is rejected, the Department would have to consider other options in order to identify savings of £ 53,880 in question.  This may mean the loss of 1.5 Social Workers, who fulfill statutory duties, saving £58241.

## 11) MONITORING AND REVIEWING ARRANGEMENTS

None

## 12) ACTION PLAN

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

n/a

## 13) DECISION MAKING

Cabinet to decide on 16.12.14

