

Equality Impact Assessment

Directorate: Customer & Community Services																																																		
Service: Community Development																																																		
Name of Officer/s completing assessment: Claire Skeates/ Kam Bhatti																																																		
Date of Assessment: 27th January 2016																																																		
Name of service/function or policy being assessed: Phased reduction in support to a series of activities that include summer and half term activities for all ages in targeted neighbourhoods delivered through a number of community centres.																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>12 children's and young people's activities and programmes will be delivered at Chalvey and Britwell Centres, targeted programmes will be delivered to engage with young people from these areas. Benefits to the individuals will include improved self esteem, employability skills improved, events and community programming experience gained and by engaging them in positive activities we will be reducing the risk of anti social behaviour.</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The initial delivery is through the community development team with a planned targeted approach that includes recruiting and training local people and current users to take responsibility for the planning and delivery of activities for children and young people. Plan is to shift responsibility from Community development team to local groups and individuals as part of community capacity building.</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	X			Disability:	X			Gender Reassignment:		X		Marriage and Civil Partnership:		X		Pregnancy and maternity:			X	Race:		X		Religion and Belief:		X		Sex:		X		Sexual orientation:		X		Other			X
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	<p>Age: Predominantly children and young people</p> <p>Disability: Some of the programmes and projects offer opportunities for people with a learning or physical disability to be fully integrated into mainstream activity.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>No positive impact with reduction in service.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Children and young people will be directly affected by the savings through potentially less activities held at Community venues for young people organised by Community Development team. Will impact in number of key areas including improved self esteem, employability skills improved, events and community programming experience gained. By reducing activities there is a risk that young people will engage in anti-social behaviour and crime. The fear of crime and changing perceptions of an area may occur as children will not be engaged in positive activities.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Community development team only been operational since June 2015 and evidence from activities planned so far is anecdotal. Team are using police crime data, antisocial behaviour information and feedback from local groups to identify what activities are required in community venues. We know that current community activities at the community centres are well attended with up to 20 plus young people participating in the activities. We also know that with youth centre provision is limited across the borough and we predict that more than 50 young people will be affected each month.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Community groups are being engaged and spoken to about taking on more and doing more in community settings. We have arranged skills training for smaller groups, with a view to these groups developing their capacity and working with us to develop programmes for young people and adults across the borough.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>There is a risk if communities/ community groups do not pick up the opportunity to run activities themselves. We also know that community</p>

	<p>activities in community centres are proven to bring communities together, improving community relations and cohesion.</p> <ul style="list-style-type: none"> • Not all community organisations have been informed of these proposals and future funding reductions
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Look for external funding / partnership funding to sustain current programmes.</p> <p>Engaging and working with a range of community and voluntary organisations and supporting them with bid applications to help them put on targeted activities at community venues. This has already been successful in helping other groups access new activities and services e.g. Milan Centre users, Colnbrook neighbourhood scheme</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Feedback from community groups developing bids Regular community group meetings Increased support for grant bid applications Increased training provided in partnership with Slough Council for Voluntary Services to support voluntary sector skills and group development including capacity building and a drive to change and focus on neighbourhood priorities Monitor the reports of anti social behaviour Monitor usage of community buildings through bookings and income</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action

Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Look for external / sponsorship funding to sustain Community programmes and activities	Children and young people	Kam Bhatti	External funding is secured to enable the continuations of the community programmes by the Community Development Team across community settings, which offers children and young people to experience new programmes and activities which support their wellbeing, learning and behaviour.	Ongoing	January 2017	
Develop new courses / training opportunities to ensure the voluntary sector are ready to take on the additional	Children, young people, families and adults	Kam Bhatti	That the voluntary sector is has the skills and ability to manage and run community programmes	Monitor impact of voluntary sector takeover and	Jan 2017	

responsibilities and management of community activities in community centres				delivery of key programmes		
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Name:
Signed: ...**Claire Skeates/ Kam Bhatti**.....(Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date: