

# Equality Impact Assessment Form



**Directorate:** Transformation

**Service:**

**Completed by:** Sue Griffiths

**Date:** 15 December 2015

**Subject Title:** Review of Revenue Funding to Voluntary Organisations

## 1. DESCRIPTION

Is a policy or strategy being produced or revised:	Yes
Is a service being designed, redesigned or cutback:	Yes
Is a commissioning plan or contract specification being developed:	Yes
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	No
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ):	Yes
Details of the matter under consideration:	Review of mechanism for revenue funding to Voluntary Organisations.

*If you answered **Yes** to any of the above **go straight to Section 3***

*If you answered **No** to all the above **please complete Section 2***

## 2. RELEVANCE

Does the work being carried out impact on service users, staff or Councillors (stakeholders):	Yes
If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered <b>Yes</b> go to <b>Section 3</b></i>	
If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	

## 3. EVIDENCE COLLECTION

Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Yes, impact on the voluntary sector in West Lancashire and users of their services.
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	Users of the services provided by the Voluntary organisations currently in receipt of revenue funding from the Council.

Which of the protected characteristics are most relevant to the work being carried out?	
Age	Yes
Gender	Yes
Disability	Yes
Race and Culture	Yes
Sexual Orientation	Yes
Religion or Belief	Yes
Gender Reassignment	Yes
Marriage and Civil Partnership	Yes
Pregnancy and Maternity	Yes
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Residents in the Borough have access to the services provided by the voluntary organisations in receipt of revenue funding.
What will the impact of the work being carried out be on usage/the stakeholders?	Risk that the voluntary organisations currently in receipt of revenue funding may not be successful in continued funding which may have an impact on their services. Conversely other voluntary organisations are afforded the opportunity to apply for funding.
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	Client satisfaction statistics will be sought from the voluntary organisations applying for revenue funding from 2016 onwards.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	<p>Applicants for revenue funding are required to offer equality of opportunity in service delivery, employment and all other aspects of its work having particular regard to the requirements of the Equalities Act 2010; and to provide the Council with an up to date statement of its equal opportunities policy.</p> <p>The voluntary organisations currently funded by the Council provide services to users/stakeholders with protected characteristics.</p>
If any further data/consultation is needed and is to be gathered, please specify:	None
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	There is a risk that people with protected characteristics may not be able to access services, if a voluntary organisation's funding ceases or discontinues. Other organisations not currently funded by the Council may be successful in obtaining a grant in order to enhance their services.

## 6. CONSIDERING THE IMPACT

If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).

Notice will be given to voluntary organisations currently funded by the Council, that a revised mechanism will be adopted and that the availability of grants is to be advertised.  
The revised mechanism will ensure that the grant process is fair and transparent and in accordance with Counsel's Advice.

What actions do you plan to take to address any other issues above?

No Actions

## 7. MONITORING AND REVIEWING

When will this assessment be reviewed and who will review it?

The Funding of Voluntary and Other Organisations Working Group will consider all issues in relation to voluntary sector funding.