

Equality Impact Assessment Template

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Mainstreaming of contingency funding to the third sector (former Fairer Scotland Funding).
Service/service area responsible	Policy and Community Planning
Name of person carrying out the assessment and contact details	Anna Whelan X 2160 anna.whelan@orkney.gov.uk
Date of assessment	11 June 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	This is not a change in policy, it is a proposal to address issues remaining from the cessation of the Fairer Scotland Fund. The Fund was originally ring-fenced for three years from 2008-09 to 2010-11. The Council agreed to continue paying three grants in 2011-12 from contingency funding: to Advocacy Orkney, to the Volunteer Centre and to the isles development trusts. There is no commitment to fund these grants but there is an expectation on the part of grant recipients and their service users that the services they provide will continue. The situation is not sustainable in the long term and needs resolution. This EqIA covers the Volunteer Centre and Development Trusts only (Advocacy Orkney will be addressed separately).
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	A sustainable and equitable solution which does not disadvantage third parties or their service users in genuine need, but does not commit the Council to more expenditure than necessary and does not need revisiting in future years.

<p>State who is, or may be affected by this function/policy/plan, and how</p>	<p>Voluntary Action Orkney as manager of the Volunteering Centre (2011-12 grant recipient). If the scale of operation has to be reduced, this will affect staff employed to manage the Volunteer Centre, volunteers providing services and users of services provided by the Volunteer Centre.</p> <p>The third grant was paid to Stronsay Development Trust on behalf 12 development trusts, to distribute at the rate of £2,500 per trust for capacity building and to help lever in external funds. Individual trusts will be affected to a varying degree as some have other sources of funding or have built up modest reserves. The trusts had received similar payments from other sources for some years prior to the Fairer Scotland Fund, and so have an expectation that the funding will continue.</p>
<p>How have stakeholders been involved in the development of this function/policy/plan?</p>	<p>VAO has been consulted as to the effect that withdrawal of their former Fairer Scotland funding would have on their service users and has submitted a report detailing this information which has informed the July 2012 report to Policy & Resources Committee.</p> <p>Officers from the Council's Strategic Development and Regeneration service, together with the Community Planning Officer, have been consulted as to the effect that withdrawal of the development trusts' funding would have on their ability to carry out their functions.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>VAO's volunteering report for 2011-12 (appended to the P&R report which is the subject of this EqlA) describes the supported volunteering undertaken by the Volunteer Centre and the contribution which this makes to equalities. In addition to supporting volunteers in hard-to-reach groups, the Volunteer Centre provides services to numerous older and vulnerable service users. The Institute for Volunteering Research has issued various research reports and bulletins on the participation in volunteering of excluded and minority groups, which can be found on its website at: http://www.ivr.org.uk/ivr-evidence-bank?t[0]=389&start=0&limitstart=0</p> <p>No local research has been conducted in Orkney on the impact upon equalities of the local development trust network. In 2011 a report was commissioned by the North West Infrastructure Partnership into the effect on equalities of recent UK government local economic policy (Centre for Local Economic Strategies and Centre for Local Policy Studies, <i>Open for All? The changing nature of equality under big society and localism: Final report</i>, Nov 2011). This concluded that recent UK policy would have a negative impact on equalities. There has also been a small number of studies of gender equality in economic development. However, the most pressing equality issue for the isles</p>

	in Orkney is probably geographical access, which is not a protected characteristic under the 2010 Act.
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	A reduction in services might have a negative impact with regard to individual users of the Volunteer Centre. (People whose first language is not English are more likely to need support to volunteer.)
2. Sex: a man or a woman	A reduction in either of these services is unlikely to have a differential impact on this characteristic.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	A reduction in either of these services is unlikely to have a differential impact on this characteristic.
4. Gender Reassignment: the process of transitioning from one gender to another	A reduction in either of these services is unlikely to have a differential impact on this characteristic.
5. Pregnancy and maternity	A reduction in services might have a negative impact with regard to individual users of the Volunteer Centre. (People in this group are more likely to use the services provided by the Volunteer Centre.)
6. Age: people of different ages	Any reduction in the services provided by the Volunteer Centre will impact negatively on this group. (Older and younger people make more use of these services than others.)
7. Religion or beliefs or none (atheists)	A reduction in any of these services is unlikely to have a differential impact on this characteristic.
8. Caring responsibilities	Any reduction in the services provided by the Volunteer Centre will impact negatively on this group. (Carers and their dependants make more use of these services than others.)
9. Marriage and Civil Partnership	A reduction in any of these services is unlikely to have a differential impact on this characteristic.
10. Disability: people with disabilities (whether registered or not)	Any reduction in the services provided by the Volunteer Centre will impact negatively on this group. (People with disabilities make more use of these services than others.)

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	Yes
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How could you minimise or remove any potential negative impacts?	Recommendations are set out in the report to P&R of which this EqlA forms an integral part.
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	Yes
What action is to be taken?	Follow up of Council decision.
Who will undertake it?	Anna Whelan
When will it be done?	Immediately following General Meeting of 12 July 2012.
How will it be monitored? (e.g. through service plans)	Service Level Agreements if applicable, service plans and further reports to Committee if required.

Signature

Date

22 June 2012

Name ANNA WHELAN
(BLOCK CAPITALS)

Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.