EQUALITIES AND HUMAN RIGHTS IMPACT ASSESSMENT (EqIA) TEMPLATE
2011-12 BUDGET-SETTING PROCESS

This document frames the existing guidance on conducting equality and human rights impact assessments (EqIA) in a template which can be used to inform the budget process. It has been developed based upon the existing guidance on equality and human rights impact assessments from the council's Equalities and Human Rights Scheme (2008-2011). Internal guidance issued around the budget process should also be referred to when using this template[1].

The purpose of this template is to provide a standard approach across departments to the EqIA process for budget options. This will help provide a coordinated approach to assessing impact on service delivery across departments, service areas and multi-funded external groups.

Through the Cabinet's budget setting principles there is an explicit commitment that the Council will assess the impact of budget proposals in line with its Equality and human rights scheme. In terms of consultation on the impact of the budget reductions, the *Fairer Future For All* programme already involves broad consultation with the community and this will continue. This provides the public with an opportunity to identify equality and human rights issues with proposed changes to service provision, and provide submissions.

EqIAs and the feedback from public consultations will be used to inform the Cabinet's budget decision-making process. Stage one EqIAs will go to Cabinet members and external scrutiny with appropriate stakeholders, such as the Equality and Diversity Panel, will follow as part of a broad public consultation on the budget in the New Year.

This template can be used to assess a departmental budget option, a commissioning programme, service delivery area or impact on an external organisation funded by the council.

STAGE ONE: INITIAL SCREENING OF BUDGET OPTIONS

1	**Basic information**
Name of organisation	Environment and Ecology Grants programme
What is being assessed? ▪ **Organisation?** ▪ **Department?** ○ Is it a new/existing service ○ Is this a statutory or discretionary service? ▪ **Service area/function?** ▪ **Budget proposal?**	Budget proposal
Aim, objectives and <u>users</u> of service/function	The purpose of this budget is to provide funding to the voluntary sector, in order to provide a programme of activities according to the three priorities stated in the Environment and Ecology Commissioning Plan. That is: • A Greener Borough • Increased Usage and Community Management of Parks and Open Spaces • Green and Sustainability Learning

[1] 'Equality impact assessment framework for the budget process', October 2010 and 'Equality Duties & Individual Decision-making Briefing Note', by Deborah Collins, Strategic Director- Communities, Law & Governance

	The services provided by Voluntary Sector Organisations through this grant are available to all the community. Organisations also need to ensure that communities that may face exclusion and discrimination because of race and ethnicity, gender, age, sexuality, disability or faith, have access to environmental and ecological education and resources. A summary of the currently funded organisations and the purpose of the grant services is listed below.

Pumphouse Museum

- Resource heritage and environment centre
- Provision of formal and informal educational opportunities
- Volunteers, open days, family clubs

Surrey Docks Farm

- Volunteering and young people's programmes and activities on sustainable living, food and farming.
- 3 community festivals
- Training for adults with learning disability

Trust for Urban Ecology

- Management of 3 Nature reserves –and support management of other LBS ecological sites
- Develop interpretation and education facilities for schools and public
- Encourage active participation by community in site management

Centre for Wildlife Gardening

- Centre of excellence demonstrating wildlife gardening and sustainable practices.
- Community engagement and educational activities and projects.
- Open days and events.

Bankside Open Spaces Trust

- Increase community engagement in improvement of parks and open spaces,
- Facilitation of steering groups
- Events, open days, food growing projects, inclusion of older people, volunteers

Walworth Garden Farm

- Facilitation of onsite school visits and public workshops
- Outreach service to schools and play/park spaces on sustainable gardens, food growing and bees

Groundwork London

- Servicing borough steering groups and development work for Groundwork projects in Southwark
- Capacity building to engage communities in open spaces and development of food growing project

2	**Budget option detail**
What is the proposed funding reduction?	The 2010-11 budget for grant awards as part of the Environment and Ecology programme was £311,536. The proposed budget for 2011-12 is £128,000 This is a reduction of 59%.

What will be the impact of the proposed funding reductions on (complete as applicable): ▪ **Organisation?** o Is it wholly dependent on Council funding? o What reserves does it have? (March 2010) o Other funding known to be at risk? ▪ **Department?** o Is it a new/existing service o Is this a statutory or discretionary service? ▪ **Service area/function?** o Are there other organisations offering a similar service/function? ▪ **Service users?** ▪ **Other services or departments in the Council that are considering budget reduction options?**	The reduction in funding of this grant will impact on the amount of grant funding that is available to be awarded to VCS awards, listed above, who have applied for funding for 2011-12. All of the organisations listed have reserves. Each organisation varies in its dependency of council funding however complete withdrawal of funding is likely to mean some organisations would fold. There is sufficient budget to allow for one quarter of the existing grant funding allocated, which should allow organisations to meet their statutory obligations. All the services funded by this programme are discretionary. Only two of the organisations are funded by other council departments – Walworth Garden Farm (Regeneration, Adult learning) and Groundwork London (Youth services grant). Should the Environment and Ecology grant not be awarded to either of these organisations, this should not affect the core areas of service provision of these organisations nor the areas of work that Regeneration or Youth Services fund (evidenced by consultation with relevant commissioning officers). Any services that engage with particular sections of the community – are detailed below.

3	**Previous equalities impact assessment (EqIA)**
Has this service/function previously been impact assessed?	No Although as part of this process individual impact assessments have been prepared.
<u>If yes</u>, please summarise the findings/action plan of your current EqIA in relation to this service. ▪ Did it identify any barriers preventing certain groups from benefiting fully from your service/function?	
<u>If no</u>, what other evidence is there regarding the impact (positive/negative) of the service on equality groups?	In general the services provided are available to all, and these are free, so are of benefit to those on low incomes. There is no evidence of a negative impact of the service on equalities groups; however some equalities groups may benefit from specific programmes run by the Voluntary Sector Organisations that receive grant funding. See examples below.

4	**Establishing Relevance**

Indicate on the following grid whether the proposed funding reduction will have an adverse impact on communities related to <u>each</u> of the equality areas listed below. Where possible, address each equality strand in turn.

Will it contribute to <u>inequality</u> or have a negative impact on:

- **equal opportunities** i.e. will it benefit or disadvantage certain groups on the basis of the grounds listed below?[2]
- **the elimination of discrimination** i.e. will it have a disproportionate impact on any of the groups listed below?
- **promoting good relations** i.e. is there are risk that it will lead to worsening relations between members of different groups or exacerbate tensions between communities?

EQUALITY STRAND	**MIGHT THERE BE AN ADVERSE IMPACT?** Briefly explain why
Race	In general the reduction in funding will not specifically have an impact which will benefit or disadvantage BME groups, nor is it likely to lead to worsening tensions between communities.
Gender	In general the reduction in funding will not specifically have an impact which will benefit or disadvantage different genders, nor is it likely to lead to worsening tensions between communities.
Disability	Some of the organisations currently funded by the grant have projects for people with learning difficulties, such as Centre for Wildlife Gardening and Surrey docks Farm.
Religion/belief	In general the reduction in funding will not specifically have an impact which will benefit or disadvantage those of different religion or belief, nor is it likely to lead to worsening tensions between communities.
Sexual Orientation	In general the reduction in funding will not specifically have an impact which will benefit or disadvantage this equalities group, nor is it likely to lead to worsening tensions between communities.
Age	Some organisations' work targets young people, for example the schools work, and toddler groups at Pumphouse Museum. This organisation also runs a project for older people with dementia.
Human Rights[3]	n/a
Gender re-assignment[4]	n/a
Pregnancy and Maternity[5]	n/a

[2] Special consideration is also to be given to Gypsies and Travellers, refugees and asylum seekers and people living on low incomes.

[3] The following two links provide useful guidance on the relevance of human rights generally, and specifically within the public sector: www.justice.gov.uk/guidance/docs/human-rights-making-sense-human-rights.pdf, www.justice.gov.uk/guidance/docs/human-rights-handbook-for-public-authorities.pdf

[4] This strand or 'protected characteristic' is part of the new 2010 Equality Act and requires consideration

[5] Ibid.

5	Conclusion of Stage One: Screening
Please attach this EqIA to your budget option/s for presentation to cabinet	

Assessment completed by:	
Name & Division	Christine Wildhaber, Environment
Date	14 January 2011

Cabinet Member:	
Name	
Date	

STAGE TWO: FULL IMPACT ASSESSMENT OF BUDGET PROPOSAL

1	Please attach your Stage One equality impact assessment

2	Budget proposal detail	
Please provide details of your budget proposal.		Following a recommendation by Cabinet, the Environment and Ecology grants programme was agreed by Council Assembly to be no greater than 28% after the introduction of newly commissioned services (contracts). This increased the amount available to fund all organisations (either by grant or contract) by £91,800. The total value of services to be provided for contracts is £114,755. The amount available to be allocated to grant aided organisations under this programme is £141,682. The recommendation of the report for the Approval of Grants for Environment and Ecology Programme 2011/2012 is that: 1. Three projects will be funded as a contract – Trust for Urban Ecology, Bankside Open Spaces Trust and London Wildlife Trust (for Sydenham Hill Woods). 2. Two projects will be grant aid funded at the same level as 2010/2011 - Surrey Docks Farm and London Wildlife Trust (for Centre for Wildlife Gardening) 3. Three projects will be funded as a three month tapering grant only. These are Walworth garden Farm (previously funded education/community outreach), Groundwork London previously for (for borough steering groups and community capacity) and the Pumphouse Museum (core staff and overheads)
Please provide justification for the above proposal. ○ How has the screening process informed this proposal? ○ Has anything changed since stage one screening? ○ Have you consulted with other departments on any potential cross cutting impacts arising from stage one screening? [particularly in relation to multi-funded organisations]		1. The proposal was informed by establishing the criteria for funding. Although the initial application requested organisations to demonstrate how they met one or more the Ecology and Environment Priorities, following budget reduction organisations were advised they would need to demonstrate how they met all or most of the programme priorities. The number of visitor or user numbers would also be considered. All applicants were invited to amend their application if required before the final assessment was made. 2. Other council departments were asked to comment on the impact of not funding these organisations (only Walworth Garden Farm and Groundwork are multifunded). Groundwork is also funded by Youth Services for a youth project independent, which operates independently of the projects funded by the Environment and Ecology funded project, therefore no impact is expected. Walworth Garden Farm was funded by the Economic and development team for 2010/2011 for a separate piece of work, and that funding will also cease for 2010/2011. Adult learning also funds the farm as a contract, however this is for specific training and the loss of funding for the education/community

	outreach post is not expected to affect the deliver of services to Adult Learning.

3	Assessment of impact	
Which equality groups will be disproportionately affected by the proposed funding reduction? Why? ▪ What is the level of need for the service or function in relation to the equality group? ▪ What is the level of use of the service or function in relation to the equality group?		The equality groups that will be affected by this reduction in funding are those groups that are being provided with a service by the projects that will not continue to be funded. That is: **Pumphouse Museum** The organisation has £53,684 in free reserves. Three months notice/tapering funding will be provided. The council provides approximately 67% of organisational costs and with the withdrawal of funding it may need to consider closure. Equalities groups affected are young people, preschool groups and one project for older people with dementia. The level of need for these groups is evidenced by their participation in these projects. Aside from schools groups, the level of use is time limited and restricted to specific projects that the Pumphouse has secured additional funding in order to deliver. . 2 x ten week intergenerational programme with 20 older people. Weekly – 6-8 preschool families, Monthly - young archaeologist club. Regular school visits (6,000 pupils) Other projects quarterly or biannual **Walworth Garden Farm** The organisation has £67,054 in free reserves. Three months notice./tapering funding will also be provided. This project contributes to 5% of the organisations funding, and the reduction in funding is not expected to mean closure of the organisation. However if the organisation does not secure funding for the post holder delivering this project, the services provided will cease. Equalities groups affected are young people, (on site nature club) and support and advice provided to schools or after school clubs. The level of need for these groups is evidenced by their participation in these projects. Total 7,000 users and specific nature club on site 20 users. **Groundwork** The organisation has £1.2million in free reserves. This project contributes to 5% of the organisations funding, and the reduction in funding is not expected to mean closure of the organisation. Some tapering funding will also be provide to ensure commitments can be met to local food project and

	communities groups that are currently being supported. There are no specific projects engaging any particular equalities groups. General capacity building on three projects per year, including up to 20 users from TRA's or park user groups. The need is identified by the Parks department.
What evidence has informed your conclusion of disproportionate impact? (e.g. surveys, research, feedback, Fairer Future or Spending Challenge consultations, monitoring)	This is based on monitoring of these organisations in October 2010 as part of their grant aid for 2010/2011.
Are there any evidence gaps? ▪ Do we need qualitative analysis e.g. consultation/focus groups	Service users have not specifically been consulted on – this will be addressed in action plan.
If there is potential for disproportionate impact or discrimination ▪ What kind of discrimination is it (direct/indirect)? ▪ Can it be justified? How?	Any impact on young people resulting from the reductions will be mitigated by other organisations (proposed for funding under this programme) that are able to provide this service such as such as Surrey Docks Farm. TRUE (Stave Hill site), and the Centre for Wildlife Gardening. There are also other VCS organisations in the Rotherhithe area – such as Linx Community Centre and Time and Talents that have some provision for older people.

STAGE THREE: ACTION PLAN

What action will be taken as a result of this Impact Assessment to mitigate the adverse impact of the funding proposal on the specific group/s?	Action	Intended Outcome	Completion date	Officer
What practical changes could be made to: ▪ Ensure everyone who needs service is able to ▪ Improve the positive effects for people of the equality strands ▪ Eliminate any negative effects or impacts ▪ Improve how you communicate the service to existing/potential users ▪ Promote community cohesion For commissioned services: ▪ What coordination around funding and support has been provided?	When the decision is implementable, the link officer will meet with the organisations not funded to identify ways to support any exist strategies and redirect service users to other projects if required. (see below) . All commissioned services will be directed to the second round of transition funding (June), and during the three month notice period the council will meet with affected organisations and aim to broker meetings with other relevant departments to identify appropriate funding. For example, Children's Services for schools projects and Communities, Law and Governance for	Should service no longer exist, that service users are aware and make use of existing provision in the borough.	July 2011	Delegated officer of Parks and Open Spaces Team.

	intergeneration projects. Should funding not been secured then officers with work with organisations to direct service users to other projects that deliver similar services. Young people: environmental projects at Surrey Docks Farm, or Stave Hill (TRUE), or London Wildlife Trust. Older People: projects at Time and Talents, Brunel Museum, LInx Centrre.			

Assessment completed by:	
Name & Division	Christine Wildhaber, Environment
Date	17.03.11

Cabinet Member:	
Name	
Date	