

# Voluntary Sector Core Grants Review Full Equality Impact Assessment Report

## 1. Introduction

Following the local government finance settlement announced in December 2015 Bracknell Forest Council had to find revenue savings of £1.601m. This included a 10% reduction in the core grants awarded by the council to the voluntary sector. These grants go to five organisations; Involve, Citizens Advice Bureau, Shopmobility, Victim Support and Berkshire Community Foundation.

The aim of this proposal is to identify additional savings in addition to the 10% reduction following a detailed review. The proposal is consistent with the messages in the Council Plan and the new narrative that the council must live within its means. It is also consistent with the guidelines within the DCLG Revised Best Value Guidance which says that authorities should seek to avoid passing on disproportionate reductions by not passing on larger reductions to the voluntary and community sector and small businesses than they take on themselves.

This Full Equality Impact Assessment Report looks at the issues, considerations and conclusions around the proposed changes to the voluntary sector core revenue grants. Each voluntary organisation has been asked to respond to the consultation and offered the opportunity for a meeting to discuss any concerns further.

This report shows that for the most part there will be a neutral impact on equalities. Where there are impacts it is anticipated that any of those that are adverse can be mitigated.

## 2. Background

Bracknell Forest Council is facing a very difficult budget with savings of £11m needed in the financial year 2016/17, and further savings of £26m needed over the next four years. In order to meet this challenge the council will be reviewing the cost, quality and delivery mechanism of all its services over the next 3 years.

Following a 10% reduction in grant funding for 2016/17, the core grant budget is £343,629 and this is awarded to five voluntary sector organisations:

- Citizens Advice Bracknell & District (CAB) (£167,292)
- Involve Community Services (£126,909)
- Bracknell Shopmobility (£29,520)
- Victim Support (£15,300)
- Berkshire Community Foundation (BCF) (£4,608)

The proposals coming out of this review are as follows:

Organisation	Proposed grant for 2017/18	Proposed grant for 2018/19	Proposed grant for 2019/20	Rationale
<b>Involve</b>	£106,900	£106,900	£106,900	<p>Excluding a £20,000 reduction to take account of rent on the Magistrates Court building, the level of grant is maintained.</p> <p><i>involve</i> provide vital support to the voluntary sector. As the council will be increasingly reliant on the VCS to provide services that it can longer provide itself, it is important to retain its support for <i>involve</i>.</p> <p>Any cuts to funding may impact detrimentally on <i>involve</i> being able to provide either the current service of developments in the future.</p>
<b>Citizens Advice</b>	£167,250	TBC following service review  Potentially a 5% reduction to £158,900	TBC following service review  Potentially a 5% reduction to £151,000	<p>CAB is conducting a service review in the autumn which needs to link to the next stage of the Transformation Citizen &amp; Customer Contact project.</p> <p>The review should identify any areas of overlap with the Council and any opportunities to work together.</p> <p>Once the outcome of the review is known, a decision can be made about future funding.</p> <p>It should be possible to taper the grant to CAB (potential 5% reduction each year) with greater coordination between itself and the council following the service review.</p>
<b>Victim Support</b>	Nil	Nil	Nil	<p>The PCC is the main funder now and no other authorities now fund the core costs of Victim Support.</p> <p>The council's contribution has only ever been a very small percentage of total income for Victim Support nationally.</p> <p>There is no information about local budgets to indicate what the local impact would be of a cut in grant.</p>
<b>Shopmobility</b>	£29,500	£19,650	£9,850	<p>Memberships are anticipated to increase once the new town centre is fully operational which will significantly increase income.</p> <p>New retailers coming into the town centre will also provide the potential to explore new sponsorship opportunities.</p> <p>The high level of reserves means that this reduction in grant over the next three years should be sustainable.</p>

Organisation	Proposed grant for 2017/18	Proposed grant for 2018/19	Proposed grant for 2019/20	Rationale
BCF	Nil	Nil	Nil	Not all Berkshire authorities make a contribution to BCF but all benefit from organisations within their boundaries being awarded grant support. The grant from BFC is only a small percentage of overall income in the BCF Operating Fund.

A brief overview of each organisation is set out below;

**Involve Community Services** - Involve are the central support organisation for voluntary, community and faith groups in Bracknell Forest. They provide this support in a number of ways:

- Infrastructure support - providing new and existing Voluntary Community and Faith Sector (VCFS) organisations with constitutional, management, administrative, developmental and networking information and working as an activist and advocate of the sector.
- Training support - sourcing, brokering and providing training for volunteers and VCFS organisations.
- Funding support - on sources of grant funding and with applications
- Volunteer support - recruiting and matching volunteers to volunteering opportunities.

**Citizen's Advice (CAB)** - Bracknell and District Citizens Advice is an independent, voluntary organisation. They provide comprehensive advice to help people with a variety of problems, including benefits, work, debt and money, consumer, relationships, housing, discrimination, law and rights, tax, healthcare and education. They also offer specialist help in the areas of benefits, debt, employment and tax.

**Victim Support** - Victim Support is the independent charity for people affected by crime and traumatic events in England and Wales. Their teams provide individual, independent, emotional and practical help to enable people to cope and recover from the effects of crime. Thames Valley Victim Support has a three year contract between Berkshire, Surrey and Sussex from the Police and Crime Commissioner, who is their main funder.

**Shopmobility** - Bracknell Shopmobility is a charity based in Bracknell town centre. Its aim is to assist people with mobility impairments, whether temporary or permanent to get around the town centre. They have a range of scooters and wheelchairs available for hire.

**Berkshire Community Foundation (BCF)** - Berkshire Community Foundation raises funds to support small voluntary and community groups. BCF grants totalled £902,000 in 2014/15, across Berkshire. Approximately £50,000 of that was awarded to groups in Bracknell Forest. In March 2015, the Foundation's Community Capital Fund stood at £8,251,000.

### 3. Methodology and Sources of Data

In order to understand the impact of the proposal a 6 week consultation has been undertaken. The Assistant Chief Executive contacted each organisation to inform them of the outcome of the review

and the proposals for their future grant funding. Following on from this a consultation questionnaire was developed and made available on line via the council's consultation software (Objective).

This was a targeted consultation aimed at the five organisations affected by the proposal; therefore access to the questionnaire was made available via a web link supplied directly to the organisations and was not available to the public.

In addition to the questionnaire all the organisations were offered the opportunity for a meeting/telephone call with the Assistant Chief Executive.

The consultation ran between 18 November and 30 December.

#### **4. Assessment of Impact on Equality strands**

The impact on the protected characteristics of a potential changes to funding has been identified as follows:

##### **Disability Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Racial Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Gender Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Sexual Orientation Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Gender Re-assignment Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Age Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Religion and Belief Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Pregnancy and Maternity Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Marriage and Civil Partnership Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Other groups (e.g. low income families, carers, armed forces etc)**

We have no evidence of an adverse impact on this group at this time.

#### **5. Monitoring Arrangements**

Quarterly monitoring meetings are held with four of the five organisations, an annual meeting is held with Berkshire Community Foundation. These meetings will continue in 2017/18 with those

organisations receiving a grant and through these meetings the impact of any reductions in the grant will be monitored.

A Conditions of Grant document is agreed between the council and each organisation. This document sets out the service that the council expects to be delivered for the grant. If the decision is made to change the level of grant funding then these documents may need to be revised to reflect any changes the organisations need to make to accommodate any reductions.

## **6. Consultation & Engagement**

A consultation was undertaken to fully understand the impact of the proposals for everyone concerned. There was one response to the consultation, which was by letter. There was no response from Citizens Advice, Involve, Shopmobility or Victim Support

### **6.1 Summary of all Responses**

#### **Citizens Advice (CAB)**

No response received

#### **Involve**

No response received

#### **Shopmobility**

No response received

#### **Berkshire Community Foundation (BCF)**

The withdrawal of grant funding will affect BCF's ability to attract funding from other partners, especially corporate partners. The small amount of funding provided by the local authority will help to demonstrate statutory support to interested funders. If this is withdrawn it could compromise our ability to secure funding.

Demonstrating that we have support from the statutory partners who value the work that we do will help strengthen our case and again help us to be better able to show that our work is supported by the communities in which we operate.

#### **Victim Support**

No response received

### **6.2 Next Steps**

- The organisations will formally be informed of the proposals following an analysis of the consultation responses in January 2017. This will constitute the start of a 12 week notice period of any changes to future grant funding.
- The proposals will become part of the budget consultation for 2017/18
- The Council will make a final decision on the proposed savings in grants as part of the annual budget setting process in February 2017

- Organisations will be informed of the decision in March 2017
- New Conditions of Grant documents will be issued for 2017/18
- Ongoing – quarterly monitoring meetings with each organisation against the agreed Conditions of Grant documents.

## **7 Publication of Equality Impact Assessment**

The Freedom of Information Act 2000 aims to make public authorities more transparent, accountable and increase public debate and involvement. Under the Act the Council makes available to the public a vast amount of information via its Publication Scheme. All completed EIA screening forms are published and available to the public on a quarterly basis. The EIA's are usually published with the Executive papers.

## **8 Conclusions**

A decision to change the level of core grants will have a largely neutral impact.

This proposal brings anticipated savings as follows:

2017/18 - £39,979

2018/19 - £9,850 + any change to CAB grant following the service review (£8,350)

2019/20 - £9,800 + any change to CAB grant following the service review (£7,900)

There may be a short term negative impact in the media; however there has been no negative coverage of the proposal and consultation.

### **NOTE:**

For reference the initial equalities screening record forms are attached below.

## Initial Equalities Screening Record Form

Date of Screening: 04/06/2016	Directorate: Chief Executive's Office	Section: Performance & Partnerships		
1. Activity to be assessed	Review of voluntary sector grant awarded to Involve			
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing			
4. Officer responsible for the screening	Jackie Pinney			
5. Who are the members of the screening team?	Jackie Pinney, John Ainsworth			
6. What is the purpose of the activity?	Involve are the central support organisation for voluntary, community and faith groups in Bracknell Forest.			
7. Who is the activity designed to benefit/target?	Involve work to empower and strengthen Community Capacity in Bracknell Forest by promoting and supporting the development of the voluntary, community and faith sector. They aim to promote any charitable purposes for the benefit of the community.			
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information, etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data	
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	<b>We need to look at the membership list regarding organisations dealing with disabilities.</b> <b>Involve run a supported volunteering service for people with disabilities that may be affected.</b>	<b>Data would need to be gathered through the consultation process with Involve.</b>
9. Racial equality	Y	N	<b>May have an impact – depends which services are affected.</b>	<b>Data would need to be gathered through the consultation process with Involve.</b>

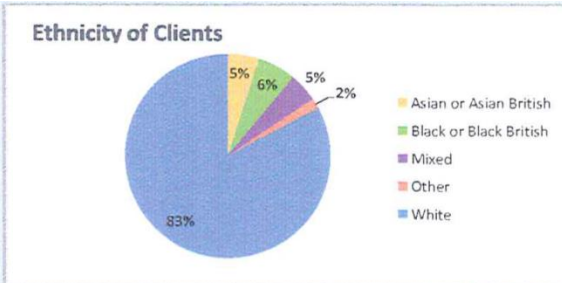
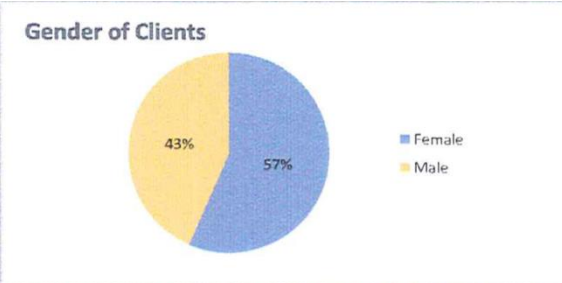

10. Gender equality	Y	N	May have an impact – depends on member organisations and the services that will be affected.	Data would need to be gathered through the consultation process with Involve.
11. Sexual orientation equality	Y	N	May have an impact depending of data.	Data would need to be gathered through the consultation process with Involve.
12. Gender re-assignment	Y	N	No impact identified at this time– numbers are very small.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Potential impact on volunteering – a significant proportion of volunteers are older.	Data on volunteering would need to be gathered through the consultation process with Involve.
14. Religion and belief equality	Y	N	Potential impact if the support provided to the Faith and belief forum is affected.	Information on how this may be affected would need to be gathered through the consultation process with Involve.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	Carers may be affected – more data would need to be gathered through the consultation process with Involve.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data is needed from Involve as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	



<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	<b>Provider information is needed regarding the impact of this proposal on the service and consultation data.</b>		
<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	<b>Y</b>	<b>N</b>	<p>Any funding reduction may have an impact on one or more groups with protected characterises and therefore needs a full impact assessment.</p> <p>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</p>
<b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.</b>			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
<b>24. Which service, business or work plan will these actions be included in?</b>	Performance & Partnerships Work Programme, CXO Service Plan 2016-2019		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	Please list		
<b>26. Chief Officers signature.</b>	Signature:		Date:

## Initial Equalities Screening Record Form

<b>Date of Screening:</b> 04/06/2016	<b>Directorate: Chief Executive's Office</b>	<b>Section: Performance &amp; Partnerships</b>						
<b>1. Activity to be assessed</b>	<b>Review of voluntary sector grant awarded to Citizen's Advice</b>							
<b>2. What is the activity?</b>	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change							
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing							
<b>4. Officer responsible for the screening</b>	Jackie Pinney							
<b>5. Who are the members of the screening team?</b>	Jackie Pinney, John Ainsworth							
<b>6. What is the purpose of the activity?</b>	Citizens Advice Bureau (CAB) help people resolve their legal, money and other problems by providing free, independent and confidential advice.							
<b>7. Who is the activity designed to benefit/target?</b>	CAB provide advice to help people with a variety of problems, including benefits, work, debt and money, consumer, relationships, housing, discrimination, law and rights, tax, healthcare and education.							
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both?  If the impact is neutral please give a reason.						
		<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information, etc.  Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data						
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Y</td> <td style="width: 50%; text-align: center;">N</td> </tr> </table>	Y	N	<b>May disproportionately affect residents who receive disability related benefits and who may be affected by forthcoming benefit changes.</b>				
Y	N							
		<div style="border: 1px solid gray; padding: 10px;"> <p><b>Disability</b></p> <table border="1" style="margin-top: 10px;"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Not disabled/no health problems</td> <td>78%</td> </tr> <tr> <td>Disabled or LTH condition</td> <td>22%</td> </tr> </tbody> </table> </div>	Category	Percentage	Not disabled/no health problems	78%	Disabled or LTH condition	22%
Category	Percentage							
Not disabled/no health problems	78%							
Disabled or LTH condition	22%							

9. Racial equality	Y	N	No impact – CAB clients are representative of the overall makeup of the borough in terms of ethnic background.	 <p><b>Ethnicity of Clients</b></p> <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>83%</td> </tr> <tr> <td>Asian or Asian British</td> <td>5%</td> </tr> <tr> <td>Black or Black British</td> <td>6%</td> </tr> <tr> <td>Mixed</td> <td>5%</td> </tr> <tr> <td>Other</td> <td>2%</td> </tr> </tbody> </table>	Ethnicity	Percentage	White	83%	Asian or Asian British	5%	Black or Black British	6%	Mixed	5%	Other	2%																												
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10. Gender equality	Y	N	Although there are a slightly larger proportion of women accessing CAB services, this is unlikely to have a disproportionate impact.	 <p><b>Gender of Clients</b></p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>57%</td> </tr> <tr> <td>Male</td> <td>43%</td> </tr> </tbody> </table>	Gender	Percentage	Female	57%	Male	43%																																		
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11. Sexual orientation equality	Y	N	No impact identified at this time	No particular sexual orientation will be disproportionately affected.																																								
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13. Age equality	Y	N	No impact on a specific age group – The majority of clients using the CAB service are of working age.	 <p><b>Age range of clients</b></p> <table border="1"> <thead> <tr> <th>Age Range</th> <th>Number of Clients</th> </tr> </thead> <tbody> <tr><td>10-14</td><td>1</td></tr> <tr><td>15-19</td><td>13</td></tr> <tr><td>20-24</td><td>121</td></tr> <tr><td>25-29</td><td>201</td></tr> <tr><td>30-34</td><td>200</td></tr> <tr><td>35-39</td><td>244</td></tr> <tr><td>40-44</td><td>254</td></tr> <tr><td>45-49</td><td>228</td></tr> <tr><td>50-54</td><td>218</td></tr> <tr><td>55-59</td><td>143</td></tr> <tr><td>60-64</td><td>145</td></tr> <tr><td>65-69</td><td>116</td></tr> <tr><td>70-74</td><td>64</td></tr> <tr><td>75-79</td><td>54</td></tr> <tr><td>80-84</td><td>29</td></tr> <tr><td>85-89</td><td>17</td></tr> <tr><td>90-94</td><td>8</td></tr> <tr><td>95-99</td><td>2</td></tr> <tr><td>0</td><td>0</td></tr> </tbody> </table>	Age Range	Number of Clients	10-14	1	15-19	13	20-24	121	25-29	201	30-34	200	35-39	244	40-44	254	45-49	228	50-54	218	55-59	143	60-64	145	65-69	116	70-74	64	75-79	54	80-84	29	85-89	17	90-94	8	95-99	2	0	0
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14. Religion and belief equality	Y	N	No impact identified at this time	No particular religion or belief will be disproportionately affected.																																								

15. Pregnancy and maternity equality	Y	N	There may be an impact on clients who use CAB to access advice on maternity benefits and rights, as this can be a time when new parents face added financial pressures.	Data would need to be gathered through the consultation process with CAB.
16. Marriage and civil partnership equality	Y	N	No impact. May be some minimal regarding advice given on divorce and related financial impact.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	Those on lower incomes may be affected as CAB provide financial information and guidance and a large proportion of their clients are people on lower incomes. Data will need to be gathered from the CAB during the consultation process.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data needed from CAB as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Provider information is needed regarding the impact of this proposal on the service and consultation data. Assessment of whether there are other services or organisations available to the affected service users that provide a similar service.			
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	Any funding reduction may have an impact on one or more groups with protected characteristics and therefore needs a full impact assessment.  The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.				
Action		Timescale	Person Responsible	Milestone/Success Criteria

<b>24. Which service, business or work plan will these actions be included in?</b>	Performance & Partnerships Work Programme, CXO Service Plan 2016-2019		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	Please list		
<b>26. Chief Officers signature.</b>	Signature:		Date:

## Initial Equalities Screening Record Form

<b>Date of Screening:</b> 04/06/2016	<b>Directorate: Chief Executive's Office</b>	<b>Section: Performance &amp; Partnerships</b>	
<b>1. Activity to be assessed</b>	Review of voluntary sector grants awarded to Shopmobility.		
<b>2. What is the activity?</b>	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
<b>4. Officer responsible for the screening</b>	Jackie Pinney		
<b>5. Who are the members of the screening team?</b>	Jackie Pinney, John Ainsworth		
<b>6. What is the purpose of the activity?</b>	Bracknell Shopmobility is based in Bracknell Town Centre. They assist people with mobility impairments, temporary or permanent, to get around the locality.		
<b>7. Who is the activity designed to benefit/target?</b>	Shopmobility is designed to benefit individuals with mobility impairments so they are able to get around the town centre area using motorised scooters or wheelchairs.		
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information, etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	Y	N	<b>Adverse impact</b>  <b>Shopmobility's clients all have a physical disability. Potential reduction in service availability.</b>
<b>9. Racial equality</b>	Y	N	<b>No impact identified at this time.</b>  <b>No particular ethnic group will be disproportionately affected.</b>
<b>10. Gender equality</b>	Y	N	<b>No impact identified at this time.</b>  <b>Data would need to be gathered through the consultation process to demonstrate the service is used equally by all genders.</b>

11. Sexual orientation equality	Y	N	No impact identified at this time.	No particular sexual orientation will be disproportionately affected.
12. Gender re-assignment	Y	N	No impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Adverse impact	Most clients are older people
14. Religion and belief equality	Y	N	No impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data needed from Shopmobility as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Proportion of service users by gender. Proportion of service users by age group. Provider information is needed regarding the impact of this proposal on service and consultation data.			

22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	<p>Shopmobility has a total estimated income of £52,600 in 2016/17 and a total estimated expenditure of £54,950. A reduction in funding may have an impact on one or more groups with protected characteristics and therefore needs a full impact assessment.</p> <p>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</p>
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
24. Which service, business or work plan will these actions be included in?	Performance & Partnerships Work Programme, CXO Service Plan 2016-2019		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	N/A		
26. Chief Officers signature.	Signature		Date:



## Initial Equalities Screening Record Form

<b>Date of Screening:</b> 04/06/2016	<b>Directorate: Chief Executive's Office</b>	<b>Section: Performance &amp; Partnerships</b>	
<b>1. Activity to be assessed</b>	Review of voluntary sector grant awarded to Victim Support		
<b>2. What is the activity?</b>	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
<b>4. Officer responsible for the screening</b>	Jackie Pinney		
<b>5. Who are the members of the screening team?</b>	Jackie Pinney, John Ainsworth		
<b>6. What is the purpose of the activity?</b>	Victim Support is a national charity that works to support people who have been victims of crime. The office in Bracknell provides support to the Thames Valley area.		
<b>7. Who is the activity designed to benefit/target?</b>	The service is designed to benefit people who have been victims of crime.		
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information, etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	Y	N	<b>No impact identified at this time.</b>  <b>People with a disability will not be disproportionately affected.</b>
<b>9. Racial equality</b>	Y	N	<b>No impact identified at this time.</b>  <b>No particular ethnic group will be disproportionately affected.</b>
<b>10. Gender equality</b>	Y	N	<b>Depending on the type of crime, women could be disproportionately affected.</b>  <b>Data would need to be gathered through the consultation process with Victim Support to show if the service is used predominantly by women.</b>

11. Sexual orientation equality	Y	N	No impact identified at this time.	No particular sexual orientation will be disproportionately affected.
12. Gender re-assignment	Y	N	No impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Depending on the type of crime, older people may be disproportionately affected.	Data would need to be gathered through the consultation process with Victim Support to show if the service is used predominantly by a particular age group.
14. Religion and belief equality	Y	N	No impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data needed from Victim Support as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Proportion of service users who are female Proportion of service users who are older			

22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	<p>Victim Support had a budgeted income of £40,522,000 and a budgeted expenditure of £45,663,000 nationally. Victim Support in Thames Valley is primarily funded by a contract with the Police and Crime Commissioner. Given the national context and financial position of the charity, any change in grant funding is unlikely to have a significant impact on Victim Support services in Bracknell Forest.</p> <p>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</p>
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**23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?** Please complete the action plan in full, adding more rows as needed.

Action	Timescale	Person Responsible	Milestone/Success Criteria

**24. Which service, business or work plan will these actions be included in?** Performance & Partnerships Work Programme, CXO Service Plan 2016-2019

**25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?** Please list

**26. Chief Officers signature.** Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Initial Equalities Screening Record Form

<b>Date of Screening:</b> 04/06/16	<b>Directorate:</b> Chief Executive's Office	<b>Section:</b> Performance & Partnerships		
<b>1. Activity to be assessed</b>	Review of voluntary sector grant awarded to Berkshire Community Foundation			
<b>2. What is the activity?</b>	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing			
<b>4. Officer responsible for the screening</b>	Jackie Pinney			
<b>5. Who are the members of the screening team?</b>	Jackie Pinney, John Ainsworth			
<b>6. What is the purpose of the activity?</b>	Berkshire Community Foundation (BCF) raises funds for, and make grants to, local charities and community groups across Berkshire.			
<b>7. Who is the activity designed to benefit/target?</b>	BCF use their local knowledge to connect supporters to the groups and communities they want to help, to try and make sure their donations bring the greatest benefit to those most in need. Last year BCF supported a range of projects in Berkshire, addressing issues such as child poverty, unemployment, social isolation and homelessness.			
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information, etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data	
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	Y	N	<b>No impact identified at this time.</b>	<b>People with a disability will not be disproportionately affected.</b>
<b>9. Racial equality</b>	Y	N	<b>No impact identified at this time.</b>	<b>No particular ethnic group will be disproportionately affected.</b>
<b>10. Gender equality</b>	Y	N	<b>No impact identified at this time.</b>	<b>No particular gender group will be disproportionately affected.</b>
<b>11. Sexual orientation equality</b>	Y	N	<b>No impact identified at this time.</b>	<b>No particular sexual orientation will be disproportionately affected.</b>

12. Gender re-assignment	Y	N	No impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	No impact identified at this time.	No particular age group will be disproportionately affected.
14. Religion and belief equality	Y	N	No impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None identified at this time.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	None			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	N/A			
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	Any change to the annual grant will not significantly impact on BCF's capacity to award grants to community groups. In March 2015, the Foundation's Community Capital Fund stood at £8,251,000 and grants totalled £902,000 in 2014/15, across Berkshire.	

			The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.
<b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?</b> Please complete the action plan in full, adding more rows as needed.			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
<b>24. Which service, business or work plan will these actions be included in?</b>	Performance & Partnerships Work Programme, CXO Service Plan 2016-2019		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	Please list		
<b>26. Chief Officers signature.</b>	Signature:		Date: