

# EQUALITY IMPACT ASSESSMENT FORM

October 2018

## THE COUNCIL'S EQUALITIES STATEMENT

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- |                                  |                                  |
|----------------------------------|----------------------------------|
| • Age                            | • Race                           |
| • Disability                     | • Religion, Belief or Non-Belief |
| • Gender Re-assignment           | • Sex                            |
| • Marriage and Civil Partnership | • Sexual Orientation             |
| • Pregnancy and Maternity        | • Welsh Language*                |

\* The Welsh language is not identified as a protected characteristic under the Equality Act 2010, however in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of

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Mae'r ddogfen hon ar gael yn Gymraeg, ac mewn ieihoedd a fformatau eraill ar gais.  
This document is available in Welsh, and in other languages and formats on request.



## THE EQUALITY IMPACT ASSESSMENT

<b>NAME OF NEW OR REVISED PROPOSAL *</b>	GAVO Holiday Scheme Coordinator funding (£25k)
<b>DIRECTORATE</b>	Education and Corporate Services
<b>SERVICE AREA</b>	Youth Service
<b>CONTACT OFFICER</b>	Paul O'Neill
<b>DATE FOR NEXT REVIEW OR REVISION</b>	6 month review.

**\*Throughout this Equalities Impact Assessment Form, 'proposal' is used to refer to what is being assessed, and therefore includes policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals.**

The aim of an Equality Impact Assessment (EIA) is to ensure that Equalities and Welsh Language issues have been proactively considered throughout the decision making processes governing work undertaken by every service area in the Council as well as work done at a corporate level.

The Council's work across Equalities, Welsh Language and Human Rights is covered in more detail through the [Equalities and Welsh Language Objectives and Action Plan 2016-2020](#).

When carrying out an EIA you should consider both the positive and negative consequences of your proposals. If a project is designed for a specific group e.g. disabled people, you also need to think about what potential effects it could have on other areas e.g. young people with a disability, BME people with a disability.

There are a number of supporting guidance documents available on the [Corporate Policy Unit Portal](#) and the Council's Equalities and Welsh Language team can provide advice as the EIA is being developed. Please note that the team does not write EIAs on behalf of service areas, the support offered is in the form of advice, suggestions and in effect, quality control.

Contact [equalities@caerphilly.gov.uk](mailto:equalities@caerphilly.gov.uk) for assistance.

## PURPOSE OF THE PROPOSAL

1	<p><b>What is the proposal intended to achieve?</b></p> <p>The cessation of the final amount of grant funding to an external partner (GAVO), following a 2 period of reduction, thereby enabling the Youth Service to both achieve its MTFP-related responsibilities and to enable school holiday period coverage to be a fully integrated aspect of service delivery (service change is contingent upon savings, including in areas that are duplicated, such as the GAVO Holiday Scheme Coordinator grant).</p>
2	<p><b>Who are the service users affected by the proposal?</b></p> <p>All service users will be positively affected. Equalities-related impact will be positive should the service be successfully realigned to include year-round coverage. As the scope of the current arrangement allowed for advice and support to be given to those considering supporting Play scheme settings, the Youth Service is to provide this support directly in future (this support has been directly provided by the youth service historically, regardless).</p>

## IMPACT ON THE PUBLIC AND STAFF

3	<p><b>Does the proposal ensure that everyone has an equal access to all the services available or proposed, or benefits equally from the proposed changes, or does not lose out in greater or more severe ways due to the proposals?</b></p> <p>The proposals ensure that more young people, including those with particular equalities-related needs, have equal access to holiday period support. CCBC Youth Service staff will benefit directly from the proposal, as cessation of the final element of the GAVO grant would impact positively on their continued employment prospects.</p>
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<b>4</b>	<p><b>Is your proposal going to affect any people or groups of people with protected characteristics?</b>          Specific groups, particularly those that have hitherto received insufficient consideration, will experience positive consequences: The final phasing out of this external grant will allow for the positive reconfiguration of the youth service, as per Business Improvement Planning arrangements, supporting young people more widely throughout the County Borough.</p>	
<b>Protected Characteristic</b>	<b>Positive, Negative, Neutral</b>	<b>Relevance of the Policy or Practice</b>
<b>Age</b>	Positive	More young people, including those most in need of support, will benefit
<b>Disability</b>	Positive	The proposal will help to insure greater accessibility by young disabled people to the youth service
<b>Gender Reassignment</b>	Positive	More transgender young people will enjoy access to the youth service, including to the service's dedicated LGBTQ+ support group
<b>Marriage &amp; Civil Partnership</b>	Neutral	This is an unknown area in the context of this proposal
<b>Pregnancy and Maternity</b>	Positive	The youth service's support arrangements for young parents will be more widely available and enhanced by the proposal
<b>Race</b>	Positive	More young people, in different parts of the County Borough, may be reached via the proposal – it is therefore more likely that a more significant proportion of young people other than those identifying as White may be included.
<b>Religion &amp; Belief</b>	Neutral	This is an unknown area in the context of this proposal, though aspects of this topic are included within the service's curriculum
<b>Sex</b>	Positive	More transgender young people will enjoy access to the youth service, including to the service's dedicated LGBTQ+ support group
<b>Sexual Orientation</b>	Positive	More transgender young people will enjoy access to the youth service, including to the service's dedicated LGBTQ+ support group

<b>5</b>	<p><b>In line with the requirements of the Welsh Language Standards. (No.1) Regulations 2015, please note below what effects, if any (whether positive or adverse), the proposal would have on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</b></p> <p><i>(The specific Policy Making Standards requirements are Standard numbers 88, 89, 90, 91, 92 and 93. The full detail of each Standard is available on the Corporate Policy Unit Portal. Although it is important that what is outlined in the proposal is available in Welsh and English, please consider wider impacts on Welsh speakers.)</i></p> <p>Should the cessation of grant funding be approved and the corresponding changes to service structure be introduced, more young people whose first language is Welsh may be reached via the introduction of more formalised service links with Welsh medium schools: Consideration may be given to the opening of a 2<sup>nd</sup> Welsh medium youth club (the first is in the Rhymney valley) in the Caerphilly basin area; and more</p>
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	welsh speakers may be reached via the introduction of outreach youth work.
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## INFORMATION COLLECTION

6	<p><b>Please outline any evidence and / or research you have collected which supports the proposal? This can include an analysis of service users.</b></p> <p>The nature of the present funding relationship excludes the availability of individual user data, therefore individual beneficiary profiles have not been available. However, the final cessation of this grant funding will result in the more complete availability of user information and thorough information analysis and operational response (via the introduction of an improved model of youth service delivery).</p>
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## CONSULTATION

7	<p><b>Please outline the consultation / engagement process and outline any key findings.</b></p> <p>Periodic consultations with service users, staff and partners/stakeholders have been conducted across the previous 5 year period, the results of all of which support the Youth Service's intentions to reconfigure to a year-round schedule of delivery, achievable in part via the cessation of external grant funding: Furthermore, the 3 year BIP consultation period has set a savings target for the Youth Service not necessarily limited to MTFP-related savings – these are only attainable via the cessation of external grant funding, most especially where this grant funding's original purpose is now redundant/duplicated – the introduction of new child care legislation has led to the withdrawal of community groups from the delivery of holiday playschemes and the role of the holiday scheme coordinator was originally predicated on the support of these groups to provide a holiday service. Furthermore, public consultations in relation to the year-on year reduction of this external grant funding stream for the past 2 years have been supportive of the reductions to date.</p>
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## MONITORING AND REVIEW

8	<p><b>How will the proposal be monitored?</b></p> <p>The proposed youth service pilot delivery of a year-round model will be subject to the service's internal Quality performance management processes.</p>
9	<p><b>How will the monitoring be evaluated?</b></p> <p>A pilot youth service delivery that models the proposed service changes is imminent and will be subject to periodic evaluation at approximately 4 month intervals.</p>

<b>10</b>	<b>Have any support / guidance / training requirements been identified?</b>  Yes. To support the service developments that obviate the need for a discrete Holiday Scheme Coordinator role, additions to the Youth Service's existing training support will include a specific focus on types of non building-based youth work that are of most relevance to apply in school holiday periods. This training is to be delivered pre and post- Christmas 2018.
<b>11</b>	<b>If any adverse impact has been identified, please outline any mitigation action.</b>  N/A
<b>12</b>	<b>What wider use will you make of this Equality Impact Assessment?</b> A separate and all-encompassing EIA is informing the wider service changes that now replace the requirement for an external SLA to provide School Holiday coverage.

<b>13</b>	<p><b>If any adverse impact has been identified, please outline any mitigation actions.</b></p> <p>N/A</p>
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<b>14</b>	<p><b>An equality impact assessment may have four possible outcomes, through more than one may apply to a single proposal. Please indicate the relevant outcome(s) of the impact assessment below.</b></p> <p style="text-align: right;"><b>Please tick as appropriate:</b></p> <p>✓ <b>No major change</b> – the impact assessment demonstrated that the proposal was robust; there was no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.</p> <p><b>Adjust the proposal</b> – the impact assessment identified potential problems or missed opportunities. The proposal was adjusted to remove barriers or better promote equality. <input type="checkbox"/></p> <p><b>Continue the proposal</b> – the impact assessment identified the potential problems or missed opportunities to promote equality. The justification(s) for continuing with it have been clearly set out. (The justification must be included in the impact assessment and must be in line with the duty to have due regard. Compelling reasons will be needed for the most important relevant proposals.) <input type="checkbox"/></p> <p><b>Stop and remove the proposal</b> – the impact assessment identified actual or potential unlawful discrimination. The proposal was stopped and removed, or changed. <input type="checkbox"/></p>
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<b>Completed by:</b>	Paul O’Neill
<b>Date:</b>	8/10/18
<b>Position:</b>	Senior Youth Service Manager
<b>Name of Head of Service:</b>	Paul Warren/Keri Cole