

Equality Impact Assessment (EqIA) form: Initial impact assessment

If an officer is undertaking a project, policy change or service change, then an initial impact assessment must be completed and attached alongside the Project initiation document.

EqIA Titular information:

Date:	16 th August 2021
Service:	Strategy and Commissioning People Services, Directorate of Adult Services and Health
Project, policy or service EQIA relates to:	Procurement of Voluntary and Community Sector Prevention Services
Completed by:	Jenny Lamprell
Has the EQIA been discussed at services team meeting:	Not yet.
Signed off by:	
Sign off date:	

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1. Policy, Project or service information:

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:

Purpose: This procurement will support the priorities of the Borough-wide Voluntary and Community Sector (VCS) strategy to prevent, reduce and delay the need for formal care and support, to work in partnership to build the capacity of the VCS, and to commission high-quality, value for money services aligned with our strategic priorities. A programme of grants aimed at applicants from the local VCS will deliver prevention services in the community to residents who need it, using local knowledge and specialist demographic knowledge to deliver tailored support including in communities who are historically less engaged with services.

Expected outcomes: It is expected that Wokingham residents will have greater knowledge and understanding of services available to them, resulting in better health and wellbeing, reduced social isolation, a rise in community cohesion, equality of access to health services, and better support in early stages of illness e.g. for people with dementia. Within this programme of grants there is an increased focus on equality, diversity and inclusion (EDI), via specific grants to work with BAME communities, and a requirement for all grantees to demonstrate how they ensure equal access to services for all, including the nine protected groups under the Equality Act 2010.

Services corporate plan: This aligns with our Adult Social care Strategy and Corporate objectives for Safer, Strong Communities and Enriching Lives.

Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members ect) have/will be consulted and informed about the project or changes:

How is the project delivered:

- A grant bidding process for grants totalling a value of £2.1m p.a. Each grant will be offered for three years with the option to extend for a further two years.

This is increased investment in the VCS sector and allows more support to vulnerable people.

Governance:

- The grants will be subject to commissioning review processes to determine appropriate use of the grant and value for money, proportionate to the size of the grant. This will include formal grant monitoring via reports and grant management meetings, as well as participation in Borough VCS steering group meetings and informal contact.
- As these will be grants rather than contracts, providers will be expected to demonstrate how they deliver outcomes without commissioners having to be overly prescriptive as to their method.

Stakeholders:

- Directors/Assistant Directors: Matt Pope, Martin Sloan, Wes Hedger
- Members: Cllr Charles Margetts

Outline who are the main beneficiaries of the Project, policy change or service change?

- Wokingham residents requiring a service to prevent, reduce or delay the need for formal care or support, including those with a protected characteristic under the EA 2010
- Voluntary, Community and Faith Groups working in the borough

Outline any associated aims attached to the project, policy change or service change:

- To allow greater flexibility to our VCS partners to use their knowledge and experience to make decisions about service delivery, while maintaining a focus on value for money
- To ensure all Wokingham residents are offered equality of opportunity for access to prevention services, ensuring that engagement is improved with groups who have historically participated less
- To use co-production principles to ensure services are genuinely needs-led, person-centred and empowering
- To increase the use of partnership working and strategic/thematic alliances to deliver more joined-up services and maximise the use of resources

2. Protected characteristics:

There are 9 protected characteristics as defined by the legislation:

- Race
- Gender
- Disability
- Gender re-assignment
- Age
- Religious belief
- Sexual orientation
- Pregnancy/Maternity
- Marriage and civil partnership:

To find out more about the protected groups, please consult the EQIA guidance.

3. Initial Impact review:

In the table below, please indicate whether your project, Policy change or service change will have a positive or negative impact on one of the protected characteristics. To assess the level of impact, please assign each group a Positive, No, Low or High impact score:

For information on how to define No, low or high impact, please consult the EQIA guidance document.

If your project is to have a positive impact on one of the protected groups, please outline this in the table below.

For details on what constitutes a positive impact, please consult the EQIA guidance.

Protected characteristics	Impact score	Please detail what impact will be felt by the protected group:
Race:	Positive	Access to services for BAME communities and other groups such as refugees and GRT people is specifically included
Gender:	Positive	Gender balance of those receiving support will be covered in monitoring and will be expected to be proportionate to the population
Disabilities:	Positive	Several grants are directly commissioned to support people with disabilities and the success of these, as well as the numbers of people with disabilities receiving support, are required to match the demographic balance in the Borough
Age:	Positive	Older people with support needs will receive targeted support as a result of these grants. Younger people with needs often more associated with an older demographic will also receive targeted support (e.g. young carers, young people with dementia)
Sexual orientation:	Positive	As part of this grant programme work will be done to identify the prevention needs of the LGBTQ+ community and grantees will be expected to demonstrate proportionate support and access in monitoring
Religion/belief:	Positive	Grants will be open to applications from faith communities and all grantees will be expected to work with organisations of all faiths and none, including churches, mosques, temples and secular community organisations. A spirit of collective endeavour that traverses religious and spiritual beliefs will be positively encouraged.
Gender re-assignment:	Positive	Grantees will be expected to demonstrate through monitoring how they ensure services are accessible to people of all genders including those who are transgender or non-binary

Pregnancy and Maternity:	Positive	Grantees will be expected to demonstrate through monitoring how they ensure services are accessible to people who have or are expecting children, including how they ensure equal treatment in their own staff cohort
Marriage and civil partnership:	Positive	Grantees will be expected to demonstrate through monitoring how they ensure services are accessible to people regardless of marital status, including how they ensure equal treatment in their own staff cohort

Based on your findings from your initial impact assessment, you must complete a full impact assessment for any groups you have identified as having a low or high negative impact. If No impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must report on this initial assessment and it must receive formal approval from the Assistant Director responsible for the project, policy or service change.

Initial impact assessment approved by....

Date:....

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