



## Equality Impact Assessment- Stage 2 Template

**Table 1: Defining the Policy**

<b>Title of Policy:</b>	Review of Funding to Voluntary Organisations in Clackmannanshire 2014/15
<b>Service:</b>	Corporate
<b>Team:</b>	n/a
<p>What is the purpose of the proposed policy or changes to established policy?</p> <p>Clackmannanshire has been funding a number of voluntary organisations in Clackmannanshire for many years. In 2012/13 it was agreed that these arrangements needed to be reviewed to ensure compliance with procurement requirements and that organisations were:</p> <ul style="list-style-type: none"> <li>• clearly aligned with approved priority outcomes;</li> <li>• making an impact on stated priority outcomes</li> <li>• sustainable, from a funding perspective and in terms of proper governance and financial controls.</li> </ul> <p>The review was carried out by an independent consultant and later verified by respective services.</p>	
<p>Who is affected by the policy or who is intended to benefit from the proposed policy and how?</p> <p>A number of organisations were categorised as a C- which would mean that they would lose their funding from the council part way through 2014. There is the potential therefore for negative impact on protected groups. Overall, implementing the review will strive to ensure that council funds are equitably and objectively distributed based on approved priorities, demonstrable impact and sustainability factors rather than historic and sometimes subjective judgements.</p>	
<p>How have you, or will you, put the policy into practice? Who will be responsible for delivering it?</p> <p>The review has not been implemented. It is intended that it will be implemented in 2014 subject to approval by the Council. Services will be responsible for implementation within their respective areas of responsibility, however, the Head of Strategy &amp; Customer Services will retain overall programme responsibility for implementation.</p>	

## Table 2

In the Stage 1 Screening you identified that the policy will impact on one or more of the protected characteristics.

What information do you have that tell you how this policy might have an impact.  
Key Questions:

- Will the impact of the proposed policy/function be the same or different for each group identified.
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?
- Are there any groups of people who are not taking up services?

<b>Protected Characteristic</b>	<b>What Evidence do you have and Consultation has been undertaken</b>
Sex	<p>Two of the affected organisations support issues that affect women's issues specifically, e.g. Central Scotland Rape Crisis - Youth Project, Women in Sport &amp; Health.</p> <p>Consultation: independent assessment, major budget consultation exercise, including specific consultation with third sector organisations on 2 occasions. All organisations were also informed of the recommendation and encouraged to contribute to the consultation process.</p> <p>Rape Crisis provided a number of testimonies that the Youth project is valued by users, however, this is anecdotal in nature and there remains little demonstrable evidence that the proposed funding reduction will realise any significant negative impact or indeed that funding it leads to improved outcomes.</p>
Disability	<p>One of the organisations provides work experience for people with disabilities, e.g. Candies Cuisine.</p> <p>Consultation: independent assessment, major budget consultation exercise, including specific consultation with third sector organisations on 2 occasions. All organisations were also informed of the recommendation and encouraged to contribute to the consultation process.</p> <p>There have also been several meetings with the organisation concerned during the consultation period.</p>

Race	<p>CESREC provides support in relation to race.</p> <p>Consultation: independent assessment, major budget consultation exercise, including specific consultation with third sector organisations on 2 occasions. All organisations were also informed of the recommendation and encouraged to contribute to the consultation process.</p> <p>The organisation concerned provided additional material on their work as part of the consultation.</p>
Religion	<p>CESREC provides support in relation to religion.</p> <p>Consultation: independent assessment, major budget consultation exercise, including specific consultation with third sector organisations on 2 occasions. All organisations were also informed of the recommendation and encouraged to contribute to the consultation process.</p> <p>The organisation concerned provided additional material on their work as part of the consultation.</p>

**Table 3: What is the impact on the protected characteristics identified?(see Step 3 of guidelines)**

Protected Characteristic	Impact (H,M,L or U)*	Description of Impact
Sex	Low	<p>An independent review indicated that impact of the activity or council funding was not adequately demonstrated neither positively nor negatively. This is supported by monitoring information/or insufficient information.</p> <p>The consultation exercise suggests no or minimum impact. Organisations will be given 6 months funding to make adjustments and offered support to replacing funding from others sources.</p>
Disability	Low	<p>An independent review indicated that impact of the activity or council funding could not be adequately demonstrated neither positively nor negatively. This is supported by monitoring information/or insufficient information.</p> <p>The consultation exercise suggests no or minimum impact. The organisations will be given 6 months funding to make adjustments and offered support to replacing funding from others sources. It is possible that the client group will no longer have work placements opportunities at the Candies project..</p>
Race	Low	<p>An independent review indicated that impact of the activity or council funding could not be adequately demonstrated.</p> <p>Further information supplied by CESREC as part of the consultation process supported the reviews findings. It indicated for example, that most of its focus in recent years has been in the Falkirk area and to a lesser extent Stirling. There was very limited evidence of activity or impact in the Clackmannanshire area.</p>
Religion	Low	<p>An independent review indicated that impact of the activity or council funding could not be adequately demonstrated.</p> <p>Further information supplied by CESREC as part of the consultation process supported the reviews findings. It indicated for example, that most of its focus in recent years has been in the Falkirk area and to a lesser extent Stirling. There was very limited evidence of activity or impact in the Clackmannanshire area.</p>

**Table 4: Does the policy need to be changed?(see step 4 of Guidelines)**

Are there any changes?		
Protected Characteristic		Description
Sex	Yes/ No	Whilst it is not thought that changes are required, organisations will be given 6 months funding to make adjustments and offered support to replacing funding from others sources.
Disability	Yes/ No	Organisations will be given 6 months funding to make adjustments and offered support to replacing funding from others sources. Social Services will make an assessment of any affected client needs if Candies Cuisine are no longer able to support them as a result of a reduction in council funding.
Race	Yes/ No	Discussion have taken place with the organisation previously to discuss more activity in Clackmannanshire, which is to be welcomed, however, we are confident that we procure any particular identified requirements on a needs basis in future.
Religion	Yes/ No	Discussion have taken place with the organisation previously to discuss more activity in Clackmannanshire, which is to be welcomed, however, we are confident that we procure any particular identified requirements on a needs basis in future.

**Approved by:**

<b>Name (Head of Service)</b>	S Crickmar
<b>Date</b>	31/1/14