

Appendix 2 - EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Voluntary Sector Needs Review
DEPARTMENT:	Performance, Policy and Partnerships
TEAM:	Strategy and Partnerships
LEAD OFFICER:	Pascoe Sawyers
DATE:	8 January 2019

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

This Impact Assessment considers the proposals of a new model for working with and supporting the voluntary and community sector as informed by the review of needs 2018.

The proposal reasserts the underlying principles for supporting Voluntary Sector as referenced to the council's Borough Plan (2019-23) 'Building a Better Brent' priorities, voluntary and community sector research and good practice from other London local authorities.

The review recommends creating a new partnership framework that incorporates enables stronger joint working based upon seven principles;

- Joint working,
- quality services,
- trust & honesty
- fairness,
- shared goals & values,
- openness and a strong and equal voice

2. Who may be affected by this policy or proposal?

The recommended model is intended to provide support to the Brent's voluntary & community sector.

The sector offers a comprehensive range of services and activities that both contribute significantly to the wellbeing of Brent's residents, and compliment local statutory services. The council acknowledges the pivotal role played by the voluntary & community sector and recognises the significant challenges currently confronting these organisations.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes. The approach set out in the proposal offers a model that will build upon the VCOs strengths and aspirations, addresses its challenges, provides a partnership approach to working with the council and therefore builds more robustness into the voluntary and community sector.

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age	x		
Sex	x		
Race	x		
Disability	x		
Sexual orientation	x		
Gender reassignment	x		
Religion or belief	x		
Pregnancy or maternity	x		
Marriage	x		

5. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?		x
Does the policy or proposal relate to an area with known inequalities?		x
Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		x
<p>If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.</p>		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.
2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	
DISABILITY	
Details of impacts identified	
RACE	
Details of impacts identified	
SEX	
Details of impacts identified	
SEXUAL ORIENTATION	
Details of impacts identified	
PREGANCY AND MATERNITY	

Details of impacts identified	
RELIGION OR BELIEF	
Details of impacts identified	
GENDER REASSIGNMENT	
Details of impacts identified	
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?
4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?
5. Please detail any areas identified as requiring further data or detailed analysis.
6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	
REVIEWING OFFICER:	
HEAD OF SERVICE:	