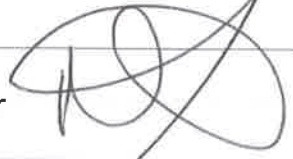




## **EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)**

### **Service Pride in Camp Hill**

Equality Impact Assessment/ Analysis (EqIA)

Group	Transport & Economy
Business Units/Service Area	Infrastructure & Regeneration
Plan/ Strategy/ Policy/ Service being assessed	Pride in Camp Hill (Pinch)
Is this is a new or existing policy/service?	Existing
If existing policy/service please state date of last assessment	N/A
EqIA Review team - List of members	Mandy Walker / Mark Ryder
Date of this assessment	3 <sup>rd</sup> March 2016 / reviewed 13.10.16, reviewed 19.5.17, latest review 16.5.18
Signature of completing officer (to be signed after the EqIA has been completed)	Mandy Walker
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	Yes. This is a valued service in the local community and some may see the withdrawal of WCC's support for the Pinch team as running counter to the succession strategy.
Name and signature of Head of Service (to be signed after the EqIA has been completed)	Mark Ryder 
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	 21/5/18

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team

# Form A1

## INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



- Note:**
1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
  2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services: State the Function/Policy /Service/Strategy being assessed:	Relevance/Risk to Equalities									
	Gender	Race	Disability	Sexual Orientation	Religion/Belief	Age	Gender Reassignment	Pregnancy/ Maternity	Marriage/ Civil Partnership (only for staff)	
Service: WCC's support to Pride in Camp Hill.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
The Regeneration of Camp Hill was launched in 1998 as a physical regeneration programme, in partnership with NBBC & other external partners.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pride in Camp Hill was established in	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

2004 with the aim of bringing about combined physical, social, economic and service delivery improvements.																						
Pride in Camp Hill Staff	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? **F** yes please explain how. This Equality Impact Assessment (EqIA) is a working document and is the first EqIA for this savings plan. Therefore, the EqIA is subject to continual review, amendment and refinement. No

Pinch is a service delivered in one of the most disadvantaged communities in Warwickshire (Camp Hill ward). It has in the past helped to support a range of local services and activities including a holiday scheme which supports disadvantaged families by offering young people a holiday (who have not had a holiday in over two years). The holiday scheme is no longer provided.

Are your proposals likely to impact on a carer who looks after older people or people with disabilities? **F** yes please explain how. No

Form A2 - Details of Plan/Strategy/Service/Policy

Stage 1 - Scoring and Defining

<p>(1) What are the aims and objectives of Plan/Strategy/Service/Policy?</p>	<p>This service delivers a regeneration programme, with the aim of bringing about combined physical, social, economic and service delivery improvements</p>
<p>(2) How does it fit with Warwickshire County Council's wider objectives?</p>	<p>The Service fits with the following OOP 2020 objective:  'Warwickshire's economy is vibrant and supported by the right jobs, training and skills and infrastructure'.</p>
<p>(3) What are the expected outcomes?</p>	<p>The service outcomes include a range of physical projects, from new housing, community building to retail centre.  The Business case recommends WCC stops funding Pinch in 2018/ 19 resulting in a saving of £102k to contribute to the Directorates savings, the closure of the local office and the loss of 4 Pinch staff.</p>
<p>(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)</p>	<p>Pinch has benefitted a range of people including young &amp; old, over the life of the Programme</p>
<p>Stage 2 - Information Gathering</p>	
<p>(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?</p>	<p>Project performance &amp; business plan implementation, succession strategy; outcome from Communities O&amp;S Task &amp; Finish Group (Sept 2016) .</p>

(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?

The Portfolio Holder was consulted on the original budget savings proposal (2014)  
 The PH and local Member will be consulted on the business plan May 2018.  
 Consultation will take place with staff in May 2018 and with the public & stakeholders in July 2018

(3) Which of the groups with protected characteristics have you consulted with?

We will consult with local schools & the youth service in 2018

Stage 3 - Analysis of impact

(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?

RACE	DISABILITY	GENDER
Not anticipated	Not anticipated	Not anticipated

If yes, identify the groups and how they are affected.

MARRIAGE/CIVIL PARTNERSHIP	GENDER REASSIGNMENT
Not anticipated	Not anticipated

	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
	Not anticipated	Not anticipated	Not anticipated
(2) If there is an adverse impact, can this be justified?	<p>WCC has to make substantial savings to 2020. To contribute to this ,the Infrastructure &amp; Regeneration Group has a savings requirement of £542k. The bulk of these savings have already been delivered. WCC's funding of PinCH has been included to meet the total savings requirement. £102,000 saving from Pinch forms part of the existing OOP 2014-18 savings requirement.</p> <p>The savings come at a point in the delivery of the project (2018/19)when objectives &amp; targets of the PinCH programme have been met.</p>		
(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	<p>There should be minimal adverse impact, as the removal of the service is planned and succession arrangements will be in place to continue management, stewardship and support to the local community.</p>		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	<p>The service is inclusive in responding to local needs and promoting equality. Implementing the savings will see the cessation of the service, however other ongoing WCC service delivery in the area for local people e.g. education/ skills will continue to contribute to the promotion of equality , consistent with corporate policy.</p>		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	<p>Continued partnership working</p>		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	<p>NA</p>		

<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>If appropriate signposting has been achieved, negative impacts should not occur.</p>
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<p>Signposting, communicate succession plans, identify local champion.</p>
<p>(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	<p>No</p>
<p>(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?</p>	<p>No</p>

**Stage 4 - Action Planning, Review & Monitoring**



If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

### EqIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Ensure clear communication of succession plans and identify local champion to communicate and disseminate with local community	Chris Egan	Up to 1 year from closure	None	

(2) Review and Monitoring  
State how and when you will monitor policy and Action Plan

Please annotate your policy with the following statement:

An Equality Impact Assessment/ Analysis on this policy was undertaken on 3.3.16 , was reviewed on 13.10 16 and 16.5.17 and will be reviewed again on 1.9.18

