



Haringey Council

Equality Impact Assessment

Name of Project	Ward Budgets	Cabinet meeting date If applicable	1 July 2015
Service area responsible	Policy & Business Management		
Name of completing officer	Will Shanks	Date EqIA created	16 June 2015
Approved by Director / Assistant Director		Date of approval	17 June 2015

The Equality Act 2010 places a '**General Duty**' on all public bodies to have '**due regard**' to:

- **Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act**
- **Advancing equality of opportunity between those with 'protected characteristics' and those without them**
- **Fostering good relations between those with 'protected characteristics' and those without them.**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a '**Specific Duty**' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead	Will Shanks, Policy and Projects Officer, 6926
2. Equalities / HR	
3. Legal Advisor (where necessary)	
4. Trade union	

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The proposal is that ward budgets are established as a flexible fund for enabling Councillors to exercise community leadership and catalyse resident-led initiatives. It is proposed that £10k is allocated to each ward, to be distributed according to a prescribed process.

Guidance has been drafted that details who is eligible to receive funds, the criteria for awarding funds and the process for deciding which applications to fund. Processes to ensure transparency of decision making are also included.

The proposal is relevant to the Council's equalities duty as there is real scope to impact positively upon protected groups and on community cohesion in general. There is scope for Councillors to use ward budgets to promote, lead, catalyse or fund resident-led initiatives that seek to address social problems or improve neighbourhoods in ways that directly or indirectly impact positively upon protected groups. There is scope for ward budgets to engage residents and support events and initiatives that bring communities together and promote cohesion.

Ward budgets are designed to be flexible and responsive to community need and enthusiasm, as well as Councillors' preferred way of working. Bureaucratic controls have been minimised to enable an array of community leadership techniques and for the widest range of community initiatives to be supported. There is an inherent risk therefore that ward budgets are not spent equitably, with some groups/communities benefitting disproportionately and some protected groups struggling to access the funding.

It is therefore deemed necessary to carry out an EqIA.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
NA – no service data used as proposal does not impact upon services	NA

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex				<p>No evidence to suggest a negative impact and no risks identified.</p> <p>Measures should be in place to determine whether the cumulative impact of the new ways of working are adversely affecting people based on their sex.</p>
Gender Reassignment				<p>No evidence to suggest a negative impact and no risks identified.</p> <p>Measures should be in place to determine whether the cumulative impact of the new ways of working are adversely affecting people based on gender reassignment.</p>
Age	Potential	Risk	There is significant potential for ward budgets to support community-led initiatives that support older people – i.e. befriending, community transport etc. Older people seem to be	

			<p>a popular focus for community-led initiatives elsewhere in the UK.</p> <p>Older people (retirees) also tend to be time-rich and the most engaged in volunteering so community initiatives supported by ward budgets may give this groups more opportunities to be involved.</p>	
Disability		Risk	If ward budgets are promoted via digital channels there is a risk that some disabled people who lack digital literacy are excluded.	
Race & Ethnicity	Potential		There is scope to advance community cohesion objectives by promoting and supporting community events and uses of community buildings that bring communities together. See section 6.	
Sexual Orientation				No evidence to suggest a negative impact and no risks identified.

				Measures should be in place to determine whether the cumulative impact of the new ways of working are adversely affecting people based on sexual orientation.
Religion or Belief (or No Belief)	Potential		There is scope to advance community cohesion objectives by promoting and supporting community events and uses of community buildings that bring communities together. See section 6.	
Pregnancy & Maternity	Potential	Risk	Children and young people seem to be a popular focus for community-led initiatives elsewhere in the UK. There is a risk that commissioners will engage with residents at times that do not suit parents, or working parents. Councillors will need to engage communities in different ways and different times.	
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful				No evidence to suggest a negative impact and no risks identified.

discrimination (limb 1))				Measures should be in place to determine whether the cumulative impact of the new ways of working are adversely affecting people based on marital status.
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Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	There will be no impact on staff as there are no implications for service delivery			
Gender Reassignment				
Age				
Disability				
Race & Ethnicity				
Sexual Orientation				
Religion or Belief (or No Belief)				
Pregnancy & Maternity				
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				

Stage 6 - Initial Impact analysis

Risks or potential for positive impact:	Actions to mitigate, advance equality or fill gaps in information
<ul style="list-style-type: none"> • Risk: ward budgets are not distributed equitably, with some groups/communities benefitting disproportionately and some protected groups struggling to access the funding 	<p>There will be equalities training and guidance for Councillors. A programme of community leadership training is currently being developed with initial discussions having taken place with South Bank University and the LGIU. Training will also focus on partnership working and stakeholder mapping – which will help Councillors to identify marginalised groups to engage and invite to apply for ward budget funding.</p> <p>Councillors will also be equipped with ward profiles and information about local need.</p> <p>The ward budget process requires councillors to set the criteria, strategic objectives and timescales for their ward budgets – and these will be published on the Council website. This ensures transparency and promotes equal access to ward budget funds.</p> <p>Proposals for distributing ward budgets must be confirmed by a named senior council officer under delegated decision making, which provides a control against inequitable funding decisions.</p> <p>All spending decision will be published on the Council website – this transparency mitigates against inequitable funding decisions.</p>
<ul style="list-style-type: none"> • Risk: that communications around ward budgets don't reach all communities and protected groups 	<p>Councillors will have access to Communications support from the Council's Communication team, including assistance with digital and social media campaigns. The Council's Communication team have expertise in reaching different groups in society – and will explicitly address equalities and accessibility issues when designing borough wide promotion of ward budgets.</p>
<ul style="list-style-type: none"> • Risk: the cumulative impact of ward budgets has a negative 	<p>Recommendation for Cabinet report: Measures need to be in place</p>

<p>impact on protected groups.</p>	<p>to record the profile of residents who are participating in community leadership initiatives, and receiving support from ward budgets. An annual assessment should be carried out to determine whether there are inequities and imbalances in who is taking part and who is being supported.</p> <p>A review of ward budgets from a value-for-money perspective is due to take place ahead of the finalisation of the 2016-17 Medium Term Financial Strategy. It is recommended that this review to extended to include a cumulative equalities impact review.</p>
<ul style="list-style-type: none"> • Positive potential: there is scope to advance community cohesion objectives by promoting and supporting community events and initiatives that bring communities together. 	<p>Ward budget guidance and the Community Strategy emphasise the need to promote community cohesion. The Council uses MOPAC indicators to monitor levels of community cohesion – as part of initiatives such as Prevent and Operation Shield.</p>

Conclusion – adequate mitigation is in place to address the equalities risks raised by the introduction of ward budgets. It is recommended that an annual review be carried out to monitor the cumulative impact of ward budgets, the effectiveness of mitigation measures and whether further mitigation is required.

Stage 7 - Consultation and follow up data from actions set above

The future of Area Committees and Forums and possible alternatives has been under discussion with Members since before the 2014 local government elections.

There has been concern for some time that attendance at Area Forums and Committees is variable and often low, they were not the best forum for meaningful engagement with a wider number of residents.

The proposal to introduce ward budgets was approved by majority group on 2nd June 2015.

No further consultation will be carried out.

Stage 8 - Final impact analysis

Conclusion – adequate mitigation is in place to address the equalities risks raised by the introduction of ward budgets. It is recommended that an annual review be carried out to monitor the cumulative impact of ward budgets, the effectiveness of mitigation measures and whether further mitigation is required.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council’s policy.