



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Details are set out:

Officers undertaking the assessment:

Assessment approved by:

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal is to reduce the budget allocation against some of the realigned Public Health grant budget lines within the County Council. A range of services will be impacted. Initial consultation has taken place with Departments but further work will be needed to confirm the impacts.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>These options involve the reduction of budget for some projects which support people with protected characteristics, as follows:</p> <p>Services for older people: Handy Persons Adaptation Service Older People Early Intervention Service Information Prescriptions Stroke Community Resources to Support People</p> <p>Services for women, including pregnant women and those with young children: Children’s Centres Family Nurse Partnership</p> <p>Services for young people and children: Supported accommodation for young people Young Carers C Card Scheme Youth Offending Team Substance misuse (young people)</p> <p>Services for disabled people: Young Carers Adult, Social Care and Health Mental Health Coproduction service Moving Forward service</p>	<p>The majority of services are proposed for a small reduction.</p> <p>For some of those proposed for larger reductions, the budget has been identified as surplus owing to underspend. In these cases, there is no withdrawal of existing service involved. Therefore, this does not represent a negative impact on existing service users. (Community Resources to Support People, Young Carers, Substance misuse)</p> <p>There will be a more significant impact related to projects which have spent their allocations in full and which are proposed for reduction. This could be mitigated by use of Public Health reserves to offset or taper reductions, so that the impact would be either reduced or delayed.</p>	<p>Discussions would be held with internal departments about how to accommodate the reductions.</p> <p>Consultation will be undertaken with the public and affected stakeholders as part of the Council’s budget consultation.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Consultation with Departments will be undertaken to further explore the impact and potential mitigation of options.