

TEMPLATE 2

Full Equality Impact Assessment (EqIA) Template

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this form and assessment.

<p>What are the proposals being assessed? (Note: 'proposal' includes a policy, service, function, strategy, project, procedure, restructure)</p>	<p>Third Sector Investment Plan 2012-15</p>
<p>Which Directorate / Service has the responsibility for this?</p>	<p>Community and Environment / Community Development</p>
<p>Name and job title of lead officer</p>	<p>Kashmir Takhar, Head of Service Community Development</p>
<p>Name & contact details of the other person(s) involved in the EqIA:</p>	
<p>Date of assessment:</p>	<p>20th September 2011</p>
<p>Stage 1: Overview</p>	
<p>1. What are the aims, objectives, and desired outcomes of your proposals? (Also explain proposals e.g. reduction / removal of service, deletion of posts, changing criteria etc)</p>	<p>The aim of this proposal is to implement a revised policy for the allocation of Council resources, including funding and accommodation support, to the Third Sector. The proposals will affect</p> <ul style="list-style-type: none"> (a) the distribution of Council funding through the Main Grants Programme, which is currently allocated through an annual, open, competitive application process. The proposals are to allocate some of this funding through a commissioning process and some through a small projects funding programme aimed at smaller Third Sector organisations. (b) The use of Council premises to support the Third Sector with its accommodation and venue hire needs. The current system for supporting Third Sector organisations is unco-ordinated and lacks strategic direction. These proposals aim to provide a strategic, co-ordinated Council response to supporting Third Sector accommodation needs. (c) The provision of other Council support such as discretionary rate relief which is currently allocated on an historical basis with no clear rationale. The aim is align the provision of other Council support to the principles of the Third Sector Investment Plan. <p>The objective is to ensure that the distribution of Council resources to the Third Sector achieves outcomes</p>

that support the delivery of the Council's corporate priorities and statutory duties.

The desired outcomes of the proposal are;

- I. A commissioning process for securing some services from the Main Grants programme and a small projects funding programme to support smaller Third Sector organisations.
- II. Third Sector accommodation hubs and a review of premises for venue hire.
- III. The alignment of the provision of other areas of Council support such as discretionary rate relief to the principles of the Third Sector Investment Plan.

The policy will be presented to Cabinet in October 2011, if the proposals are not approved then the proposed aims, objectives and outcomes can not be achieved.

The successful delivery of the proposals depends to some extent on Third Sector organisations being able to respond to commissioning. To assist Third Sector organisations in being able to do this the plan sets out what support will be made available to these groups.

The successful delivery of sustainable Third Sector hubs depends to some extent on the capacity of local organisations to take on the management of buildings. There are emerging opportunities across West London that will support this element of the plan.

The Directorate service plan supports the delivery of the Council's corporate priorities. The Third Sector Investment plan aims to ensure that the allocation of Council resources to the Third Sector is more closely aligned to the delivery of these priorities. The service plan also aims to reach out and find new ways of involving residents, service users and partners in improving the services received locally. These proposals will help achieve these objectives.

- Local Third Sector organisations
- Council Directorates involved in commissioning services from the Third Sector or providing support with Third Sector accommodation needs
- Other statutory agencies involved in commissioning services
- Staff affected by the proposed changes
- Service users of Third Sector organisations

2. What factors / forces could prevent you from achieving these aims, objectives and outcomes?

3. How does this contribute to your Directorates Service Plan?

4. Who are the customers? Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.

5. Is the responsibility shared with

<p>another department, authority or organisation? If so:</p> <ul style="list-style-type: none"> • Who are the partners? • Who has the overall responsibility? 	<p>The lead responsibility for this policy is with the Community and Environment department, however it has been developed in consultation with other Council departments and the Third Sector. Whilst the implementation and delivery will be the responsibility of the Community and Environment department it will work in partnership with other Council departments, the Third Sector and other statutory bodies.</p>
<p>5A. How are/will they be involved in this assessment?</p>	<p>The policy has been developed in consultation internally with other departments and externally with the Third Sector. The wide ranging feedback from this consultation has been used to inform this assessment.</p>
<p>Stage 2: Monitoring / Collecting Evidence / Data</p>	
<p>6. What information is available to assess the impact of your proposals (<i>include the actual data, statistics and evidence</i>)? List the main sources of data, research and other sources of evidence (including full references) reviewed to determine impact on each equality group (protected characteristic). This can include results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys, workforce profiles, service users profiles, local and national research, evaluations etc</p> <p>(Where possible include data on the nine protected characteristics. Where you have gaps, you may need to include this as an action to address in the action plan)</p>	
<p>Age (including carers of young/older people)</p>	<p>The information considered in undertaking this assessment included;</p> <ol style="list-style-type: none"> 1. Results of the consultation undertaken with the Third Sector during December 2010-January 2011, the results of which were reported to the Grants Advisory Panel in March 2011. The key results were; <ul style="list-style-type: none"> - 86% of respondents agreed that commissioning was an effective way of securing some services by Harrow Council for residents. - 61% either strongly agreed or agreed that small grants should only be available to those organisations whose income is below a certain threshold. - 75% strongly agreed or agreed that alternate premises provision should be identified in the borough, such as a resource centre/s or drop-in venue/s that is possibly, run by organisations themselves. <p>The full results of the consultation are available on the Council website;</p>

	<p>http://modern.gov:8080/documents/g60292/Public%20reports%20pack,%20Wednesday%2002-Mar-2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=10</p> <ol style="list-style-type: none"> 2. Feedback received during focus group meetings held with representatives of the Third Sector, December-January 2011 (Appendix 1) 3. Consultation with representatives of the Third Sector 4. Consultation with internal stakeholders 5. Feedback from consultation undertaken with Members, via the Grants Advisory Panel, June-July 2011. The reports and minutes are available on the Council website; http://modern.gov:8080/documents/b12871/%20Supplemental%20Agenda,%20Monday%2013-Jun-2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=9 http://modern.gov:8080/documents/g60678/Public%20reports%20pack,%20Thursday%2014-Jul-2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=10 6. A public question was presented by the Women's Centre and responded to by the Grants Advisory Panel, July 2011 http://modern.gov:8080/documents/g60678/Printed%20minutes,%20Thursday%2014-Jul-2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=1 7. An analysis of grant applications received for 2011/12, which were analysed according to the protected equality characteristics served (Appendix 2a and 2b) 8. List of organisations providing feedback to consultation (Appendix 3)
Disability (including carers of disabled people)	As above

Gender Reassignment	As above				
Marriage / Civil Partnership	As above				
Pregnancy and Maternity	As above				
Race	As above				
Religion and Belief	As above				
Sex / Gender	As above				
Sexual Orientation	As above				
7. Do you need to collect any additional data to be able to monitor the impact on different groups?		Data on organisations and their service users for both, successful and unsuccessful in securing Council resources through the new process, will be monitored and reported upon.			
8. Are there any other local/regional/national data sources that can inform this assessment if you have insufficient data on any of the groups?					
9. Have you undertaken any consultation on your proposals? (this may include consultation with staff, members, unions, community / voluntary groups, stakeholders, residents and service users)			Yes	✓	No
Who was consulted?	What consultation methods were used?	What did you learn from your consultation?	What do the results show about the impact on different equality groups (protected characteristics)?		
Third Sector organisations (list attached, appendix 3)	On-line questionnaire Focus group meetings Distribution of hard copy questionnaires External stakeholder workshop Feedback and discussion on consultation results	There is support from the Third Sector to move towards the commissioning of some services from the Main Grants Programme: 86% of respondents to the questionnaire agreed that commissioning was an effective	Respondents to the questionnaire were asked whether or not they thought the proposed changes would impact differently on one more of the following groups; age, disability, race, gender, gender identity, religion or belief or sexual orientation? 50% said		

Feedback comments received by email
Public questions to Grants Advisory Panel

way of securing some services. 8% did not agree and 6% did not know.
There was also strong support for limiting the availability of the small grants programme to smaller Third Sector organisations; 61% either strongly agreed or agreed that small grants should only be available to those organisations whose income is below a certain threshold. 31% disagreed or strongly disagreed, 8% neither agreed or disagreed.

There was also strong support for alternative Third Sector premises; 75% strongly agreed or agreed that alternate premises provision should be identified in the borough, such as a resource centre/s or drop-in venue/s that is possible, run by organisations themselves: 7% strongly disagreed or disagreed; 18% neither agreed or disagreed or did not state.

The full results are available on the website;

<http://modern.gov:8080/document/s/g60292/Public%20reports%20pack,%20Wednesday%2002-Mar->

No, 42% said Yes and 8% did not state.

Some of the comments provided in response to this question raised the issue of access for disabled people and the need for this to be addressed when considering options for premises. The Council will ensure that access requirements are addressed.

Other feedback included support for a directory of the Council's own venues for hire, which will be developed.

There was concern that training opportunities should be provided before commissioning is introduced. The Third Sector Investment Plan sets out how this will be addressed.

		<p>2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=10</p> <p>The consultation results also identified that there was some concern about the timescale for the implementation of the proposals and meeting the training needs of the sector.</p>	
<p>Grants Advisory Panel</p>	<p>Report to the Grants Advisory Panel</p> <p>Meeting to discuss proposals and receive Member feedback</p>	<p>The feedback to the proposals from members of the Grants Advisory Panel are available on the Council website:</p> <p>http://modern.gov:8080/document/s/b12871/%20Supplemental%20Agenda,%20Monday%2013-Jun-2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=9</p> <p>http://modern.gov:8080/document/s/g60678/Public%20reports%20pack,%20Thursday%2014-Jul-2011%2019.30,%20Grants%20Advisory%20Panel.pdf?T=10</p>	<p>Members of the Grants Advisory Panel were concerned about the timetable for the implementation of commissioning and small grants and the impact that this would have on smaller organisations. To address this concern it is recommended to Cabinet that the implementation of the proposals is phased in during 2012/13 before full implementation in 2013/14. This will allow the Council and the Third Sector to pilot the approach for one or two services and identify areas for development before wider roll-out.</p> <p>Members welcomed the inclusion of 'culturally specific services' as one of the proposed commissioning priorities. This priority has therefore been retained.</p>
<p>Internal stakeholders (other Council departments)</p>	<p>Internal stakeholder workshop</p> <p>Presentation and discussion of proposals with Third Sector Strategy working group.</p> <p>Presentation and discussion at Corporate Leadership Group</p>	<p>Internal stakeholders welcomed the opportunity to align other elements of Council support such as discretionary rate relief, with the principles of the Third Sector Investment Plan.</p>	<p>Some concern was expressed about the impact of the changes on Third Sector organisations and the potential impact of reduced funding being available through a competitive grants programme. To mitigate this impact</p>

				the Council has been providing support to groups to help them access other sources of funding through the provision of funding workshops, one to one advice and guidance and e-bulletins with information on funding opportunities.
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NOTE: If you have not undertaken any consultation as yet, you need to consider if you need to carry out any consultation. For example, if you have insufficient data/information for any equality group and you are **unable** to assess the potential impact, you may want to consult with them on your proposals as how they will affect them. Any proposed consultation needs to be **completed before progressing with the rest of the EqIA. Guidance on consultation/community involvement toolkit can be accessed via the link below**
http://harrowhub/info/200195/consultation/169/community_involvement_toolkit

10. If you have not undertaken any consultation, explain why?

Stage 3: Assessing Impact and Analysis

11. What does your information tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact? How likely is this to happen? How will you mitigate/remove any adverse impact?

Protected Characteristic	Positive	Adverse	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur.	What measures can you take to eliminate or reduce the adverse impact(s)? E.g. consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 5)
Age (including carers of young/older people)	✓	✓	The impact of the proposals is likely to be both positive and negative. For example, the proposed commissioning priorities should have a positive impact on this group as they will prioritise services that: <ul style="list-style-type: none"> that tackle disadvantage based on evidence of need support the needs of protected equality groups under the Equalities Act 2010 and 	To reduce the adverse impact on this group the Council will look at additional ways in which it can support the Third Sector in securing income from other sources. The phased implementation of the proposals aims to address the concerns raised during the consultation regarding timescales and readiness of the sector. The extent of any adverse impact is unknown, therefore the implementation of the policy will be monitored and reported as

			<p>contribute to the aims of the public sector equalities duty</p> <ul style="list-style-type: none"> • promote health and well-being • offer advocacy, information / advice and sign-posting services <p>The application of these principles will result in the better targeting of resources and securer funding of services. It is recognised that a move to commissioning could affect smaller Third Sector organisations negatively as they may not be able to respond to a commissioning process. The development of the small grants programme is aimed at mitigating this impact as this programme will specifically support smaller Third Sector organisations that deliver services to a range of people. The small grants programme aims to ensure that these organisations have a greater chance of securing funding for their activities. Conversely, however the proposals could also have a potential negative impact on this group as less funding would be available for a competitive grants round, which means that some organisations are likely to miss out on Council funding. The extent of this is unknown however the implementation of the policy will be monitored and reported upon.</p>	appropriate.
Disability (including carers of disabled people)	✓	✓	The impact of the proposals on this group are likely to be as those described above.	As above
Gender Reassignment	✓		The impact of the proposals on this group should be a positive as the priorities and evaluation of commissions will be informed by the extent to	The implementation of the policy will be monitored and reported on as appropriate.

			<p>which proposed services deliver to all protected groups. This group do not appear to be well served by the current process. An analysis of successful grant funding applications received for 2011/12 shows that only 6% stated that people from within this group would be served. The proposed changes should result in increased opportunities to ensure that the needs of this group are served either through commissioning or grant funding.</p>	
<p>Marriage and Civil Partnership</p>	✓		<p>The impact of the proposals on this group are likely to be positive as described above for gender re-assignment. This group do not appear to be well served through the current process. An analysis of successful grant applications received for 2011/12 shows that 0% of applications received were targeting this group. The proposed changes should result in increased opportunities to ensure that the needs of this group are served either through commissioning or grant funding.</p>	<p>As above.</p>
<p>Pregnancy and Maternity</p>	✓		<p>The impact of the proposals on this group are likely to be positive as described above for gender re-assignment and marriage and civil partnership. This group do not appear to be well served through the current process. An analysis of grant applications received for 2011/12 shows that 0% of applications received were targeting this group. The proposed changes should result in increased opportunities to ensure that the needs of this group are served either through commissioning or grant funding.</p>	<p>As above.</p>
<p>Race</p>	✓	✓	<p>The impact of the proposals on this group is likely to be both positive and negative as described above (as for age and disability). There are</p>	<p>As above for age and disability.</p>

			<p>opportunities through the proposals to ensure that funding is directed at supporting people in this group however there is also the potential that some funding that was previously available through a competitive grants round becomes unavailable. This group appears to be well served through the current process. An analysis of successful grant applications in 2011/12 shows that all racial groups would be served (Asian 74%; Black 66%; Chinese 55%; Mixed 70%; White 73%; Race other 48%). The implementation of the policy will be monitored and reported on.</p>	
Religion or Belief	✓	✓	<p>The impact of the proposals on this group are likely to be both positive and negative as described above. This group appear to be well served through the current process. The current allocation of resources through the Main Grants programme appears to show that people from this group are well served. 73% of successful applications in 2011/12 indicated that this group would be served. The implementation of these proposals will be monitored to ensure that this group is not adversely affected by these proposals.</p>	As above
Sex	✓	✓	<p>The impact of the proposals on this group are likely to be both positive and negative as described above. This group appear to be well served through the current process. The current allocation of resources through the Main Grants programme appears to show that people from this group are well served. An analysis of successful grant applications received for 2011/12 shows that 97% were serving women and 90% were</p>	As above

				<p>serving men. The implementation of these proposals will be monitored to ensure that this group is not adversely affected by these proposals.</p>
Sexual Orientation	✓			<p>The impact of the proposals should have a positive impact on this group. This group do not appear to be well served through the current process. An analysis of successful grant applications received for 2011/12 shows that only 6% of applications received were targeting this group. The proposed changes should result in increased opportunities to ensure that the needs of this group are served either through commissioning or grant funding.</p>
Other (please state)				
<p>12. Cumulative impact – Are you aware of any cumulative impact? For example, when conducting a major review of services. This would mean ensuring that you have sufficient relevant information to understand the cumulative effect of all of the decisions. Example: A local authority is making changes to four different policies. These are funding and delivering social care, day care, respite for carers and community transport. Small changes in each of these policies may disadvantage disabled people, but the cumulative effect of changes to these areas could have a significant effect on disabled people's participation in public life. The actual and potential effect on equality of all these proposals, and appropriate mitigating measures, will need to be considered to ensure that inequalities between different equality groups, particularly in this instance for disabled people, have been identified and do not continue or widen. This may include making a decision to spread the effects of the policy elsewhere to lessen the concentration in any one area.</p>		<p>Due to reductions in public sector funding there has been a cumulative reduction in funding available to the Third Sector. The likely or actual impact of this on protected groups in Harrow is unknown. The development of the Third Sector Investment Plan has facilitated more cross-Directorate and multi-agency working which will lead to a more efficient and co-ordinated approach to resourcing the Third Sector that will enable more effective monitoring and assessment of cumulative impact on groups.</p>		
<p>13. How do your proposals contribute towards the requirements of the Public Sector Equality Duty (PSED), which requires the Council to have due</p>				

regard to eliminate discrimination, harassment and victimisation, advance equality of opportunity and promote good relations between different groups.				
(Include all the positive actions of your proposals, for example literature will be available in large print, Braille and community languages, flexible working hours for parents/carers, IT equipment will be DDA compliant etc)				
Equality Group	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Advance equality of opportunity between people from different groups	Foster good relations between people from different groups	What actions can you take to meet these requirements? (Also include these in the Improvement Action Plan at Stage 5)
Age (including carers of young/older people)	<p>The proposed commissioning priorities for the Main Grants Programme include commissioning of services that support the needs of the protected equality groups and those that contribute to the public sector equalities duty.</p> <p>The evaluation of commissions and the assessment of grant applications will take in to consideration the contribution that the applicant is able to make to eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.</p>	<p>The proposed commissioning priorities for the Main Grants Programme include commissioning of services that support the needs of the protected equality groups and those that contribute to the public sector equalities duty.</p> <p>The evaluation of commissions and the assessment of grant applications will take in to consideration the contribution that the applicant will make to advancing equality of opportunity between people from different groups.</p>	<p>The proposed commissioning priorities for the Main Grants Programme include commissioning of services that support the needs of the protected equality groups and those that contribute to the public sector equalities duty.</p> <p>The evaluation of commissions and the assessment of grant applications will take in to consideration the contribution that the applicant will make to fostering good relations between people from different groups.</p>	<p>The proposals are designed to contribute to the requirements of the Public Sector Equalities duty. The aim of commissioning services from the Third Sector is to ensure a more targeted and strategic approach to the allocation of Council resources. Resources will be targeted where they can contribute to the Council's public sector duty on equalities.</p>
Disability (including carers of disabled)	As above	As above	As above	As above

people)										
Gender										
Reassignment	As above								As above	
Marriage and Civil Partnership	As above								As above	
Pregnancy and Maternity	As above								As above	
Race	As above								As above	
Religion or Belief	As above								As above	
Sex	As above								As above	
Sexual Orientation	As above								As above	

14. Is there any evidence or concern that **direct or indirect discrimination** may occur with reference to anti discrimination legislation?

Direct discrimination - occurs when a person is treated less favourably than others on the grounds of their age, disability, gender, race, religion or belief, or sexual orientation. Refer to main guidelines and toolkit for examples of direct discrimination.

Indirect discrimination - occurs when a rule, condition or requirement, which applies equally to everyone, has a disproportionately adverse effect on people from a particular equalities group when there is no objective justification for the rule. Refer to main guidelines and toolkit for examples of indirect discrimination.

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Direct	Yes								
	No	✓	✓	✓	✓	✓	✓	✓	✓
Indirect	Yes								
	No	✓	✓	✓	✓	✓	✓	✓	✓

If you have answered 'yes' to any of the above you need to stop and rethink and should not proceed with your proposals. (You are also encouraged to seek Legal Advice)

Stage 4: Decision

15. Please indicate which of the following statements best describes the outcome of your EqIA (✓ tick one box only)

Outcome 1 – No change required: when the EqIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality are being addressed.

<p>Outcome 2 – Adjustments to remove adverse impact identified by the EqIA or to better promote equality. List the actions you propose to take to address this in the Improvement Action Plan at Stage 5</p>	✓
<p>Outcome 3 – Continue with proposals despite having identified some potential for adverse impact or missed opportunities to promote equality. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the impact. (explain this in 15A below)</p>	
<p>Outcome 4 – Stop and rethink: when your EqIA shows actual or potential unlawful discrimination. (You are also encouraged to seek Legal Advice)</p>	
<p>15A. If your EqIA is assessed as outcome 3, explain your justification with full reasoning to continue with your proposals?</p>	

Stage 5: Making Adjustments (Improvement Action Plan)

16. List below any actions you plan to take as a result of this impact assessment. This should include any actions identified throughout the EqIA.

Area of potential adverse impact e.g. Race, Disability	Action proposed	Desired Outcome	Target Date	Lead Officer	Progress
Age, Disability, Race, Religion or Belief, Sex	Monitoring the implementation of the policy on these groups.	Monitoring information reported to Divisional Director and Portfolio Holder for Community and Culture	During 2012/13	Kashmir Takhar, Head of Service	
Age, Disability, Race, Religion or Belief, Sex	Advice and guidance on alternative sources of funding.	Increased access to advice and guidance on alternative sources of funding.	During 2012/13	Kashmir Takhar, Head of Service	One funding workshop held in July 2011. Launch of new interim support services for the voluntary sector, Sept 2011
Age, Disability, Race, Religion or Belief, Sex	Phased implementation of proposals during 2012/13	Piloting of commissioning approach for one or two services and evaluation of pilot	April – Dec 2012	Kashmir Takhar, Head of Service	

Stage 6 - Monitoring

The full impact of the decision may only be known after the proposals have been implemented, it is therefore important to ensure effective monitoring measures are in place to assess the impact.

<p>17. How will you monitor the impact of the proposals once they have been implemented? How often will you do this?</p>	<p>Applications submitted for either the commissioning and small grants programme will be asked to provide information on potential beneficiaries. This information will be used to monitor which groups will benefit from the proposed services. All services whether commissioned or grant funded will be monitored during the life of the funding agreement. This will provide further monitoring information on groups being served.</p>
<p>18. What monitoring measures need to be introduced to ensure effective monitoring of the policy? (Also Include in Improvement Action Plan at Stage 5)</p>	<p>The monitoring of services delivered by Third Sector organisations is continually reviewed. We will continue to review monitoring processes to ensure that they provide us with full information to assess the delivery of agreed outcomes and services to the protected groups.</p>
<p>19. How will the results of any monitoring be analysed, reported and publicised?</p>	<p>The results of monitoring are reported to and analysed by senior Managers responsible for managing the performance of services delivered Third Sector organisations. Monitoring reports for grant funded organisations are provided to the Grants Advisory Panel and these are published on the Council website.</p>
<p>20. Have you received any complaints or compliments about the policy, service, function, project or decision being assessed? If so, provide details.</p>	<p>A public question was received by the Grants Advisory Panel at their meeting in July 2011. The question was raised by the Harrow Women's Centre regarding the transition from grants to commissioning and the readiness of Third Sector organisations to respond to this change. In response to these concerns the recommendation to Cabinet is a phased implementation of the proposals, allowing for the piloting of the approach in one or two services before wider roll-out, so that areas for development can be identified.</p>

Stage 7 – Reporting outcomes

The completed EqJA must be attached to all committee reports and a summary of the key findings included in the relevant section within them.

EqJA's will also be published on the Council's website and made available to members of the public on request.

The introduction of commissioning and small grants as proposed by the Third Sector Investment Plan has the potential to have both positive and negative impacts on the protected equality groups. The proposed commissioning and grant funding principles are designed to support the delivery of services that meet the Council's statutory functions including its equalities duties. The commissioning principles aim to support the delivery of services that tackle disadvantage based on evidence of need; Services that support the needs of protected equality groups under the Equalities Act 2010 and contribute to the aims of the public sector equalities duty; prevention services that promote health and well-being; advocacy, information / advice and sign-posting service; culturally specific services that address the needs of communities and infrastructure support services for the Third Sector to support all Third Sector organisations delivering services in Harrow. The adoption of these principles should enable the Council to secure services that meet the needs of the protected equality groups.



It is also recognised however, that the proposals will have an impact on the availability of grant funding to support a wider range of services provided by Third Sector organisations in the borough. With increasing competition for reduced grant funding there is the potential for a negative impact on some Third Sector organisations serving the needs of protected equality groups.

A phased implementation of commissioning and small grants aims to mitigate the potential negative impact on equality groups. A phased implementation aims to allow those Third Sector organisations likely to be affected an opportunity to prepare for commissioning as well as time to put in place alternative fund-raising strategies

21. Summary of the assessment

NOTE: This section can also be used in your Cabinet reports etc but you must ALSO attach the full EqIA to the report

- What are the key impacts – both adverse and positive?
- What course of action are you advising as a result of this EqIA?
- Are there any particular groups affected more than others?
- Do you suggest to proceeding with your proposals although an adverse impact has been identified?

<p>22. How will the impact assessment be publicised? E.g. Council website, intranet, forums, groups etc</p>	<p>Council website</p>		
<p>Stage 8 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group) The completed EqIA needs to be sent to the chair of your Departmental Equalities Task Group (DETG) to be signed off.</p>			
<p>23. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?</p>	<p>Directorate Equalities Task Group</p>		
<p>Signed: (Lead officer completing EqIA)</p>		<p>Signed: (On behalf of Chair of DETG – on leave)</p>	 John Edwards (Div Director)
<p>Date:</p>	<p>20/9/2011</p>	<p>Date:</p>	<p>4/10/2011</p>