

EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
1	10/02/20	T Stephen	EIA Creation

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).	
Service	Live Life Aberdeenshire
Section	Facilities and Funding
Title of the activity etc.	Adaption of Grants funding scheme
Aims and desired outcomes of the activity	Broaden the ability of groups to access the existing financial assistance scheme. This will enable a wider spread of organisations to benefit from grant funding
Author(s) & Title(s)	Tim Stephen, Facilities and Funding Manager

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.		
Evidence	What does it say?	What does it mean?
Internal data Annual monitoring from existing recipients	A number of regular recipients have become reliant on annual grants in the Sport and Cultural Sphere.	Grants have largely become revenue funding packages and the same recipients get them every year.
External feedback - from existing users	In most cases groups need a council contribution to keep services running. They also highlight that often the council is the landowner.	Groups have become reliant on council financial support, without which there is a risk facilities will be returned to the council.

External data Settlement information sheets	In a lot of cases recipients are clustered in certain areas	A lot of existing grants are given out on longstanding historical precedent.
Other (general information as appropriate).		

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	None identified.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: What steps can be taken to promote good relations between various groups/areas?	
These should be included in the action plan.	<p>We have engaged with all existing recipients of annual grants to discuss the impact of a reduction or cessation in grant funding, and what alternatives may be available.</p> <p>We have also stressed that any groups that do not get their existing grant may be able to apply to an alternative grant pot that will be accessible by any community group.</p>

Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?
<p>Although a number of organisations may incur a reduction of funds – the changes to the scheme will allow other organisations that to date have not been able to apply for funds to apply for projects that may better meet LLA strategic objectives.</p>

Stage 7a:				
Are there potential impacts on protected groups?				
The protected groups covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.				
Who is affected by the activity or who is intended to benefit from the proposed activity and how? Complete the table below for each protected group by inserting “yes” in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown

Age – Younger/Older	✓	✓		
Age - Older	✓	✓		
Disability	✓	✓		
Race – (includes Gypsy Travellers)	✓	✓		
Religion or Belief	✓	✓		
Sex (Gender)	✓	✓	✓	
Pregnancy and maternity	✓	✓	✓	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			✓	
Gender reassignment – (includes Transgender)			✓	
Marriage and Civil Partnership			✓	

Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

Yes

Please complete by inserting “yes” in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing	✓	✓		

Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	✓	✓		
Pockets: Material deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies	✓	✓		
Place: Area deprivation – where you live, where you work	✓	✓		
Prospects: Socioeconomic background – social class i.e. parents education, employment and income , educational achievement.			✓	

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)

<p>Please detail the potential positive and/or negative impacts you have highlighted above. Detail the impacts and describe those affected.</p>	<p>For all groups:</p> <p>In a number of cases the changes to the grants system will allow new organisations to apply which will have the impact of providing new services to groups in new areas,</p> <p>Subsidy to new groups will enable them to improve access for groups identified in table 7b through reduced pricing</p>	<p>For all groups:</p> <p>A reduction in financial support may limit the ability of some existing recipients to sustain their current level of service</p> <p>Reduction in support to some existing groups may lead to increased prices to some groups identified in table 7b.</p>

Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?	
<p>If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?</p>	<p>Yes- a number of engagement meetings with the current grant recipients have been held to identify how they may manage any change in financial support. In addition officers have also carried out an evaluation of their services so that in some cases financial support will continue.</p>

Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?		
<p>These should be included in any action plan at the back of this form.</p>	<p>Mitigating Steps</p>	<p>Timescale</p>
	<p>Engage with existing recipients of grants to evaluate existing services and potential impact of a reduction / cessation in grant.</p>	<p>Jan 20 (happened)</p>
	<p>Continued liaison with groups to assist them in procuring appropriate finance or in assisting them with the development of their business</p>	<p>April 20</p>
	<p>Creation of new grants scheme which existing recipients can apply to on an annual basis.</p>	<p>April 20</p>

--	--	--

Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal

These should be included in any action plan (for example customer satisfaction questionnaires).	Continued monitoring of grants and continued liaison with existing recipients.
---	--

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	In a number of cases, a reduction in council support will negatively impact on an organisations ability to continue with its current portfolio of services. This may be offset by the ability of new organisations to access funding with which to deliver new services that can reach new target markets. However it should be noted that although there are positives and negatives to this – the overall budget is expected to decrease by £30,000.	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

*** Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.**

This activity will allow a more equitable share of council financial support to organisations across Aberdeenshire – though it is accepted that there will be a degree of localised negative impact as a result of an overall reduction in funding.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Live Life Aberdeenshire		
	2) Title of Policy/Activity	Adaption of Grants funding scheme		
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Tim Stephen Position: SM facilities and Funding Date: 10/02/20 Signature:	Name: Position: Date: Signature:	
		Name: Position: Activity Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Avril Nicol Position: Interim Head of Service, Live Life Aberdeenshire Date: 11/02/20	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee.			Date:
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk			Date:

