

Screening Equality Impact Assessment – to identify potential differential impacts on protected groups of any new or changing activities and establish whether a full Equality Impact Assessment is needed.

Service	Management Team		Officer responsible for the screening/scoping		Jim Miles	
Name of the activity to be assessed	Potential reduction in grants to outside bodies.		Date of Assessment	15.12.2010	Is this a proposed new or existing activity?	New in the context of reductions
1. Briefly describe the aims, objectives and purpose of the activity?			Grants are given to outside organisations whose work allies with the various policies and aspiration of the Council. The reductions under consideration are to address the reduction in the Council's own funding and ability to continue this support.			
2. Are there any associated or specific objectives of the activity? Please explain.			To enable the Council to operate within its financial constraints and allow the Council Tax to be set at a reasonable level.			
3. Who is intended to benefit from this activity and in what way?			Council tax payers generally.			
4. What outcomes are wanted from this activity?			The ability of the Council to stay within budget.			
5. What factors/forces could contribute/detract from the outcomes?			The possible negative effect on those members of the community who benefit from the grant-aided organisations' activities.			
6. Who are the main stakeholders in relation to the activity?		Those people who benefit from the activities of the grant-aided bodies.		7. Who implements the activity, and who is responsible for the activity?		Management Team and the Executive.
8. Are there concerns that the activity <u>could</u> have a differential impact on racial groups?			Y	N	Yes where the grant aided activities are targeted at racial groups rather than the general population.	
What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.			To my knowledge there are no specific grants targeted to racial groups in Guildford but there could be in the future.			

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<p>9. Are there concerns that the activity <u>could</u> have a differential impact on grounds of gender?</p>	<p>Y</p>	<p>N</p>	<p>Yes where the grant aided activities are targeted at gender specific groups rather than the general population.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>	<p>The range of groups supported by grant-aid is so wide that I cannot say whether any beneficiaries are specifically by gender.</p>		

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<p>10. Are there concerns that the activity <u>could</u> have a differential impact on those who have a disability?</p>	<p>Y</p>	<p>N</p>	<p>Yes where the grant aided activities are targeted at disability groups rather than the general population.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>I believe that the Council grant-aids organisations that support people with disabilities so that any reduction will have some impact on these people.</p>
<p>11. Are there concerns that the activity <u>could</u> have a differential impact on grounds of sexual orientation?</p>	<p>Y</p>	<p>N</p>	<p>Yes where the grant aided activities are targeted at organisations that focus on sexual orientation rather than the general population.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>To my knowledge there are no specific grants targeted to groups dedicated to a particular sexual orientation in Guildford but there could be in the future.</p>
<p>12. Are there concerns that the activity <u>could</u> have a differential impact on grounds of age?</p>	<p>Y</p>	<p>N</p>	<p>Yes where the grant aided activities are targeted at groups within particular age ranges rather than the general population.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>I believe that the Council grant-aids organisations that support people within particular age ranges so that any reduction will have some impact on these people.</p>
<p>13. Are there concerns that the activity <u>could</u> have a differential impact on grounds of religious belief?</p>	<p>Y</p>	<p>N</p>	<p>Current Council policy is not to offer grant-aid to religious groups.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>Current Council policy should be reassessed in the light of equality issues.</p>

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<p>14. Are there concerns that the activity <u>could</u> have a differential impact on those who have caring responsibilities?</p>	<p>Y</p>	<p>N</p>	<p>Yes where the grant aided activities are targeted at those with carer responsibilities rather than the general population</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>I believe that the Council grant-aids organisations that support people who are carers so that any reduction will have some impact on these people.</p>
<p>15. Are there concerns that the activity could have a differential impact on grounds of marital status or civil partnership?</p>	<p>≠</p>	<p>N</p>	<p>No</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>None of the council's grant-aid is targeted on the basis of this protected group.</p>
<p>16. Are there concerns that the activity <u>could</u> have a differential impact due a woman's pregnancy or maternity?</p>	<p>Y</p>	<p>N</p>	<p>Given the range of organisations the Council supports it is likely that some provide assistant to this protected group</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>Further research would be necessary to assess fully the support given by grant-aided organisations to determine this but CAB would likely to include support to this group on occasions.</p>
<p>17. Are there concerns that the activity <u>could</u> have a differential impact due to gender reassignment?</p>	<p>≠</p>	<p>N</p>	<p>No. the Council is not likely to be aware of gender reassignment cases.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this? If no local evidence, please cite national data if relevant.</p>			<p>None of the council's grant-aid is targeted on the basis of this protected group.</p>

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<p>18. Could any differential impact identified in 8-17 amount to there being the potential for adverse impact in this activity?</p>	<p>Y</p>	<p>N</p>	<p>Yes as set out above in Sections 8 – 12, 14 and 16.</p>
<p>19. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one or more of the protected groups or any other reason?</p>	<p>Y</p>	<p>N</p>	<p>Yes in that the reduction in grants is across the board so that the effect is no different on one protected group from another.</p>
<p>20. If the activity is of a strategic nature, could it help to reduce inequalities associated with socio-economic disadvantage?</p>	<p>≠</p>	<p>N</p>	<p>If yes please explain</p>
<p>21. Service improvement. Is there any concern that there are unmet needs in relation to any of the above protected groups?</p>	<p>Y</p>	<p>N</p>	<p>Yes, generically, in that requests for support from all grant-aided organisations exceeds the Council's budgetary capacity to meet the level of support requested.</p>
<p>22. Does 'differential impact' or 'unmet need' cut across one or more of the protected groups (e.g. elder BME groups)?</p>	<p>Y</p>	<p>N</p>	<p>It could apply to people who fit into more than one category of the protected groups.</p>
<p>23. If yes, should a full EIA, if necessary, be conducted jointly with another service area or contractor or partner or agency?</p>	<p>≠</p>	<p>N</p>	<p>No but discussions on the impact of grant reductions will be held with all major grant recipients early in 2011,</p>

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<p>24. Is there a missed opportunity to improve this activity to meet the general duties placed on public bodies to eliminate unlawful discrimination, to advance equality of opportunity and to promote good relations between people who share protected characteristics and those who do not?</p>	<p>¥</p>	<p>N</p>	<p>Any reductions are proposed to apply to all grant recipients irrespective of the nature of the activities they support.</p>																																																																											
<p>25. Should the policy proceed to a full equality impact assessment? Please use the scoring process in the right hand column to guide you.</p>	<p>¥</p>	<p>N</p>	<table border="1"> <tr> <td colspan="12"> <p>0 – no possible relevance or adverse impact 1 – extremely low relevance and adverse impact 2 – relatively low relevance and adverse impact 3 – medium relevance and adverse impact 4 - relatively high relevance and adverse impact</p> </td> </tr> <tr> <td colspan="3"></td> <td>0-11 points</td> <td colspan="9">low adverse impact, no need for full EIA</td> </tr> <tr> <td colspan="3"></td> <td>12-20points</td> <td colspan="9">medium adverse impact, full EIA required</td> </tr> <tr> <td colspan="3"></td> <td>21-27 points</td> <td colspan="9">high adverse impact, full EIA required</td> </tr> <tr> <th>Age</th> <th>Disability</th> <th>Mat</th> <th>Gender</th> <th>Marriage</th> <th>Race</th> <th>Trans</th> <th>Sexuality</th> <th>Religion</th> <th>Total</th> <th>Impact</th> <td></td> </tr> <tr> <td>1</td> <td>2</td> <td>1</td> <td>1</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> <td>0</td> <td>7</td> <td>Low</td> <td></td> </tr> </table>	<p>0 – no possible relevance or adverse impact 1 – extremely low relevance and adverse impact 2 – relatively low relevance and adverse impact 3 – medium relevance and adverse impact 4 - relatively high relevance and adverse impact</p>															0-11 points	low adverse impact, no need for full EIA												12-20points	medium adverse impact, full EIA required												21-27 points	high adverse impact, full EIA required									Age	Disability	Mat	Gender	Marriage	Race	Trans	Sexuality	Religion	Total	Impact		1	2	1	1	0	1	0	1	0	7	Low	
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<p>26. If a full EIA is not required, are there any changes required to the proposal to improve it around the equality agenda?</p>	<p>¥</p>	<p>N</p>	<p>The Council needs to reassess its policy of not grant-aiding religious groups. As the reductions in 2010/11 are expected to be at the level of approximately 5%, the effect should be manageable for organisations.</p>																																																																											

Signed
(completing officer)

Date 15 December 2010

Signed
(Head of Service)

Date

Countersigned
(member of Equality Action Group)

Date 21 December 2010