

Equality Impact Assessment - head of service review

Reference: EQIA177484968

Submitted: 17 March 2020 13:14 PM

Executive summary

Title of policy or decision: Locality Fund 2020-21

Describe the main aims, objectives and purpose of the policy (or decision): To request approval for the arrangements of the Essex County Council Locality Fund for the financial year 2020-2021.

What outcome(s) are you hoping to achieve?: Help create great places to grow up, live and work

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help to secure stronger, safer and more neighbourly communities

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates:

[https://cmis.essex.gov.uk/essexcmis5/Document.ashx?](https://cmis.essex.gov.uk/essexcmis5/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=VSIZQeSE%2fQu1pwV47BUYB8kBCNk%2fJAWCw86%2buPc%2b4wC)

[czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=VSIZQeSE%2fQu1pwV47BUYB8kBCNk%2fJAWCw86%2buPc%2b4wC](https://cmis.essex.gov.uk/essexcmis5/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=VSIZQeSE%2fQu1pwV47BUYB8kBCNk%2fJAWCw86%2buPc%2b4wC)

Please upload any documents which relate to this EqIA, for example decision documents:

[https://cmis.essex.gov.uk/essexcmis5/Document.ashx?](https://cmis.essex.gov.uk/essexcmis5/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=VSIZQeSE%2fQu1pwV47BUYB8kBCNk%2fJAWCw86%2buPc%2b4wC)

[czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=VSIZQeSE%2fQu1pwV47BUYB8kBCNk%2fJAWCw86%2buPc%2b4wC](https://cmis.essex.gov.uk/essexcmis5/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=VSIZQeSE%2fQu1pwV47BUYB8kBCNk%2fJAWCw86%2buPc%2b4wC)

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): For the 2020/21 financial year the Council will make available the sum of £10,000 for each single member division, and £20,000 for divisions served by two councillors.

Members are able to make recommendations as to how the money is to be spent. Guidance has been prepared which ensures that money cannot be spent on or with any organisation which does not operate on an inclusive basis – services must be available to the community without discrimination (recognising that some services are only useful to certain groups)

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: There is a criteria in the proposed arrangements which requires that money cannot be spent on or with any organisation which does not operate on an inclusive basis – services must be available to the community without discrimination (recognising that some services are only useful to certain groups). The arrangement will therefore operate in an inclusive way.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 17/03/2020

Name of person completing the EqlA: Sophie Crane

Email address of person completing the EqlA: Sophie.Crane@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Legal and Assurance

Your team: Democracy and Transparency

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: paul.turner@essex.gov.uk