

Scoping for Equality Impact

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

The duty also covers marriage and civil partnership¹ but only with regard to eliminating discrimination. And in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of StaffNet
http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities.aspx

Title and description of the policy, procedure, practice or decision (referred to as “policy” throughout form).	Improvement Plan Part 1: Improvement Objectives 2014-2015
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Who is responsible for developing and implementing the policy?

Name	Julia Archampong
Job Title	Performance Manager
Division / Directorate	Improvement & Development, Corporate and Customer Services

Summary of Objectives:

- Objective 1: To improve employability of local people by facilitating learning opportunities, vocational and employment skills.**
- Objective 2: To increase sustainability and stability of looked after children and young people’s placements.**
- Objective 3: To support more people towards independence.**
- Objective 4: To support and enhance the town centres of the Vale of Glamorgan for the benefit of residents, visitors and businesses.**
- Objective 5: To reduce the number of young people who are not in employment, education or training (NEET).**
- Objective 6: To reduce the time taken to deliver disabled facilities grants to children and young people and to adults.**
- Objective 7: To support and challenge schools in order to improve pupil attainment levels at Key Stages 2, 3 and 4.**
- Objective 8: Improve our responsive repairs service for tenants.**

1. Who will be affected by this policy?

Examples may include Vale of Glamorgan residents, internal department(s), a specific group of customers or employees, customers or residents in a specific location.

Please specify:

The Vale of Glamorgan's 2014/15 Improvement Objectives highlight eight areas which the council intends to focus its attention in order to achieve significant improvements more quickly. Successful implementation of the intended outcomes within the relevant service areas should lead to a reduction in service inequalities where they do exist.

Some of the services detailed within individual objectives will be universal whilst others will focus on particular groups. Our objectives for 2014/15 will impact on; Vale of Glamorgan residents; unemployed adults; young people who are not in employment, education or training (NEET); Looked After Children; vulnerable young people; adults in receipt of care; older people; children and adults with a disability, school children, housing tenants.

2. What will be the impact of this policy / decision / practice on people because of their age?

What age groups will the policy impact upon?

- Positive
- Negative
- Neutral / insignificant

- Young people (children and young people, up to 18)
- People 18- 50
- Older people (50+)
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Objective 1 generally aims to have a positive impact on the Vale's working age adult population who are long term unemployed by improving their academic/ vocational skills and thereby increasing their chances to gain employment. Through Communities First and other government funded initiatives, areas of specific deprivation in the Vale will be targeted.

Objective 2 aims to have a positive impact on the Vale's vulnerable children by improving placement stability.

Objective 3, aims to have a positive impact on older people by helping them become more independent in their own homes, through community based services, support for carers and encouraging re-ablement.

Objective 4 aims to have a positive impact on all Vale residents regardless of their age by improving the street scene and public realm and increasing viability of investment in the Vale's main towns.

Objective 5 aims to have a positive impact on young people aged 14-19 who are NEET or at risk of becoming NEET. There is an additional focus on providing targeted and intensive support to engage vulnerable young people with particular barriers to participation or to re-engagement in education, employment, and training. The equalities impact assessment of the revised NEETs Strategy completed in 2013 details fully all anticipated impacts.

Objective 6 aims to have a positive impact on children, young people and adults by helping them to live more independently in their homes for longer. The equalities impact assessment undertaken of the Council's housing renewal policy and the Accessible Homes Strategy incorporate disabled facilities grants.

Objective 7 aims to have a positive impact on school children aged up to 18. Whilst the objective relates to all pupil attainment at KS2, KS3 and KS4, there is an additional focus on improving attainment for vulnerable children, reducing gender differences in attainment (gender differences have increased for Vale schools during the last few years and particularly for writing) and closing the gap in achievement due to disadvantage. Through the Ethnic Minority Achievement Service (EMAS), work is also undertaken to improve attainment levels of pupils by taking into account the learning needs of children from Minority Ethnic backgrounds.

Objective 8 aims to impact positively on all tenants accessing the responsive repairs service.

3. What will be the impact of this policy / decision / practice on disabled people

	Positive	
	Negative	<input type="checkbox"/>
	Neutral / insignificant	<input type="checkbox"/>
Which impairment(s)?	Visual	<input type="checkbox"/>
	Hearing	<input type="checkbox"/>
	Physical disability	<input type="checkbox"/>
	Learning disability	<input type="checkbox"/>
	Mental health condition	<input type="checkbox"/>

All
Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on service users regardless of disability.

In relation to objective 2, demand for local placements for looked after children, including those with disabilities, exceeds current availability; hence there is additional focus to recruit more foster carers to address this.

Due regard is paid to all service user needs through existing policies and procedures regardless of disability in relation to objective 3.

Key aim of objective 5 is on positive progression of the student/ young person regardless of disability. Provision is available to all young people, which is fit for purpose, accessible and appropriate to their learning needs.

Objective 6 specifically highlights the positive impact the policy will have on disabled people because it offers assistance to people with impairments to, adapt their home enabling them to remain as independent as their impairment allows. Disability is a qualifying criteria for DFGs.

Objective 7 aims to impact positively on school children aged up to 18, improving their prospects. The service encourages and develops learning opportunities for all young people to improve their prospects regardless of their disability.

In relation to objective 8, the service is monitoring tenants to ensure it fully captures changing needs and uses the data and existing procedures to positively address the needs of tenants with a disability.

4. What will be the impact of this policy / decision / practice on different genders?

Positive
Negative
Neutral / insignificant

Will the impact be on:

Men
Women

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on service users regardless of gender.

Services relating to objective 1 generally have due regard to service user needs, and through this, the Adult and Community Learning service has identified that a disproportionate number of women to men access adult and community learning in the Vale as a whole. The opposite has also been identified in the Countryside and Economic Projects service for users accessing learning opportunities, vocational and employment skills where there is gender bias of 69%: 31% to men. Both services will be addressing this as part of equality impact assessments to be undertaken during 2014.

The equality impact assessment for objective 5 notes that there are currently more male NEETS in the Vale, around 60%, however the opportunities available will be open to all genders. Progression for the student is the intended positive outcome.

Whilst objective 7 aims to have a positive impact on attainment levels of all school children aged up to 18, there is an additional focus on reducing gender differences in attainment (gender differences have increased for Vale schools during the last few years and particularly for writing) and closing the gap in achievement due to disadvantage.

With regard to objective 8, there is a Domestic Abuse policy in place which details how the service supports a tenant, of any gender, who may experience domestic abuse.

5. What will be the impact of this policy / decision / practice on trans people?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Generally, objectives aim to impact positively on all service users and services will apply equality to transgender people.

6. What will be the impact of this policy / decision / practice on marital status and civil partnership? (1 see note on page 1)

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all services users and services will apply equality to marital status and civil partnerships.

7. What will be the impact of this policy / decision / practice on pregnancy and/or maternity?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users and services will apply equality to pregnant women and or maternity. All services adhere to the council's policies and procedures for maternity.

8. What will be the impact of this policy / decision / practice on different groups because of their race?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Ethnic minorities
- Nationalities
- Asylum seekers / refugees
- Gypsies / Travellers
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users regardless of race, colour or ethnic origins. However, individual objectives at service level will give due consideration to the impact directly or indirectly on people based on race, colour, nationality or ethnic or national origins.

Objective 2 acknowledges the statutory guidance for *Safeguarding Children under the Children Act 2004* which indicates that;

“Children from black and minority ethnic groups (and their parents) are likely to have experienced harassment, racial discrimination and institutional racism. The experience of racism is likely to affect the responses of the child and family to assessment and enquiry processes. Failure to consider the effects of racism will undermine efforts to protect children from other forms of significant harm. The effects of racism differ for different communities and individuals, and should not be assumed to be uniform”.

In relation to objective 7, the Learning & Skills EMAS programme aims to improve attainment levels of black and minority ethnic pupils which will have a positive effect.

Regarding Objective 8, existing service policy in the Anti-Social Behaviour Policy, details how the service will address anti-social behaviour issues for tenants which may be associated with race.

9. What will be the impact of this policy / decision / practice on different groups because of their religion, belief or non-belief?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Religious group(s)
(please specify) _____
- Belief (e.g. Humanism)
(please specify) _____
- Non-belief
(please specify) _____
- All

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users regardless of their religion, beliefs, or non-beliefs.

Objective 2 acknowledges that;

‘The statutory guidance to which LSCBs operate; *Safeguarding Children under the Children Act 2004*, indicates that children who are/ have been subject to child abuse linked to belief in “possession” or “witchcraft”, or in other ways related to spiritual or religious belief, are particularly vulnerable and require special consideration in safeguarding work.’

10. What will be the impact of this policy / decision / practice on different groups because of their sexual orientation?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Gay men
- Lesbians
- Bisexuals
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Generally, all improvement objectives aim to impact positively on all service users regardless of their sexual origin.

11. What will be the impact of this policy / decision / practice on the Welsh language?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

All of the Improvement Objectives apply equality to Welsh and English language according to the council's current Welsh Language Scheme. Welsh speakers accessing council services will have the same opportunities as all others service users.

12. If you have identified any positive or negative impact (other than negligible) upon any protected characteristic groups or individuals then you must complete a full impact assessment.

Is a full equality impact assessment required

- Yes No

Objective 1: Services relating to this objective generally have due regard to service user needs, and through this, the Adult and Community Learning service has identified that a disproportionate number of women to men access adult and community learning in the Vale as a whole. The service will be addressing this as part of an equality impact assessment to be undertaken during 2014. The opposite has been identified in the delivery of the Work Programme for long term unemployed people accessing learning opportunities, vocational and employment skills where there is gender bias of 69%: 31% to men. However, this represents the stream of long term unemployed individuals referred for support by the Department for Work & Pensions and cannot be influenced in any way.

Objective 2: The outcomes of this objective will be met within existing service policies and procedures which give due consideration to the impact on protected characteristic groups. All council services are required to equality impact assess new policies and procedures however, as no new additional policies/ procedures are required in delivering the objective, an impact assessment is not required.

Objective 3: The outcomes of this objective will be met within existing service policies and procedures which give due consideration to the impact on protected characteristic groups. All council services are required to equality impact assess new policies and procedures however, as no new additional policies/ procedures are required in delivering the objective, an impact assessment is not required. All service users have an individual assessment to ensure bespoke services are delivered to meet individual needs. This assessment focuses on the abilities of the individual and takes in to account all protected characteristics.

Objective 4: The service works in partnership with statutory partners, public and third sector organisations to support town centre enhancements throughout the Vale and ensures as standard practice, all projects pay due regard to the needs of service users. In addition, the service largely relies on external funding which emphasise equality issues within the conditions of the grant.

Objective 5: An equality impact assessment has been completed on the NEETS strategy (August 2013) and will enable limited resources to be directed to the young people identified as NEET who are the most in need of support. Those whose need is compounded by individual challenges may not be able to access some provisions; however, efforts will be directed to facilitating other options in accordance with the Welsh Government's Youth Engagement and Progression Framework as appropriate.

Objective 6: The Housing Renewal Policy 2014 has been recently revised and adopted in March 2014. A draft impact assessment has been completed for the Housing Policy 2014 which incorporates disabled facilities grants.

Objective 7: The outcomes of this objective will be met within existing service policies and procedures which give due consideration to the impact on protected characteristic groups. All council services are required to equality impact assess new policies and procedures however, as no new additional policies/ procedures are required in delivering the objective, an impact assessment is not required.

Objective 8: Anticipated impact on protected characteristic groups which may not be met within existing service policies and procedures. The housing responsive repairs service is currently undergoing a restructure and will be implementing new arrangements to improve customer focus and tenant satisfaction overall, whilst ensuring its services are fit for purpose to deliver the council's housing objectives now and for the future. An equality impact assessment will be completed during 2014 in line with council requirements when introducing new policies and procedures.

13. Authorisation

This form must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Huw Isaac
Job Title	Head of Performance and Development
Date	11 April 2014

Signature _____

On completion of this form send a signed copy and an electronic copy to the Equalities Section: tsgreaves@valeofglamorgan.gov.uk. For support, ring: 01446 709446