



Cherwell
DISTRICT COUNCIL
NORTH OXFORDSHIRE



Cherwell District Council and Oxfordshire County Council

Equality Impact Assessment

Wellbeing Service

January 2021

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Section 1: Summary details

Directorate and Service Area	Public Health and Wellbeing
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	The impact of reductions to the revenue budget for 2021/22 across the service
Is this a new or existing function or policy?	Existing activity
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>These services are discretionary. Some are delivered through contracts and service level agreements whilst others are delivered directly. The reduction in funding will reduce the scale and potentially the impact of services but not the mechanisms for ensuring they are delivered fairly.</p> <p>Leisure Centres and Community use of school sites are delivered from a particular location and have a strong service specification monitored through contract mechanisms. Decisions to reduce services that are either unpopular or financially unviable require an equalities impact assessment and should this identify a negative impact on a particular group then wider democratic approval would be sought.</p> <p>The VCSE sector are supported to deliver services and areas of inequality or specific groups with protected characteristics are targeted for example programmes that support older people, younger people, inactive people, those with long term health conditions, rural areas, people experiencing food insecurity and multiple deprivations.</p> <p>Grant aid is given to The Mill Arts Centre and Banbury Museum to ensure there is a vibrant arts and cultural offer available across the district.</p>

	While these proposals reduce direct funding to some VCSE partners, changes to the expectations around delivery approaches will support organisations to move to alternative sustainable funding models and consultation and engagement activity will ensure that there are no greater impact on one group over another.
Completed By	Nicola Riley – Assistant Director Wellbeing
Authorised By	Ansaf Azar – Director Public Health
Date of Assessment	January 2021

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Overall budget pressures on Cherwell District Council has resulted in a review of all projects and services to reduce revenue expenditure whilst maintaining quality services for residents that have positive impacts.</p> <p>A range of measures and service transformations will ensure that there are a diverse range of projects and programmes being delivered to support the most in need and vulnerable residents. Quality assuring the services we provide directly through stakeholder consultation and feedback; alongside corporate insight, allows us to assess equality of access.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The range of savings proposed see a contraction of direct expenditure but not ambition. Working with our partners we will support them to make bids for, and have a greater focus on, other funding sources; considering newer models of philanthropic giving and crowd funding.</p> <p>The range of savings as set out in the Budget and Business Planning Report include income reductions.</p> <p>These measures were chosen to minimise the impact on services to residents.</p> <p><i>SAV2119 - Maintain the core grant to Banbury Museum but review additional support for utility costs that the Museum Trust will become responsible for</i></p> <p>The Museum has developed its own funding streams successfully over the last five years and is in a much stronger position than when It first became an independent trust. Paying a greater proportion of operating costs from their successful operation will not impact on their ability to deliver an accessible and equitable service.</p>

SAV2115 - Delivering Sports and Physical Activity in new ways and working in partnership to reduce the amount spent on venue hire, external coaches and equipment.

The Cherwell Sports and Physical Activity team have been successful in attracting external funding to support a reducing subsidy however greater efficiency can be achieved by using existing staff to deliver sessions in partnership with key stakeholders. Staff training and opportunities to develop new skills will also be promoted.

SAV2124 - Reduce the grant payment to The Mill Arts Centre Trust

The Mill is key to the cultural life of Banbury and environs. Cherwell District Council will continue to work in partnership with The Mill Arts Centre Trust to ensure performances and participatory arts opportunities continue to be provided in the Town and through outreach schemes.

SAV2116 - Developing new models of delivery to make more use of the Youth Activators in school holidays.

Predominantly the work of the small Youth Activator team is during school term times. The reshaping of the out of school offer will see a more even delivery pattern of sessions for young people to engage in healthy and active lifestyles.

SAV2123 - Working with partners to make Stratfield Brake more accessible and need less subsidy to operate well

The site has potential to be used by a wider range of groups, clubs and hirers. The Leisure Facilities team will engage with parish councils and community groups to make changes to the operation that, in time, will benefit users and funders alike

	<p><i>SAV2127 - Provide Community First Oxfordshire with core grant only (for provision of rural community and new community development advice services) and reviewing funding available for community partnership initiatives.</i></p> <p>A key partner in the support of rural services and development of new communities the core financial support to Community First Oxfordshire continues alongside Cherwell District Councils commitment to community development and the potential to secure contributions from developers to support new communities.</p> <p><i>SAV2199 - Review funding to the Citizen's Advice Volunteer Connect service. Deliver some elements of reshaped service in house.</i></p> <p>Continuing to work closely with Citizens Advice as a key partner in supporting residents, the district council will nonetheless remove some obligations to develop a comprehensive volunteering offer locally and promote volunteering through the work of its community development team.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>The judgements used to identify the savings proposals were based on close working relationships with stakeholders and programme partners. In addition to reflecting feedback received through the budget and business planning consultation which will be reported to Executive to support decision making.</p>

<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>Proposals were considered that would save more but were discounted because of the disproportionate impact on residents with greater vulnerabilities.</p> <p>There wasn't an option to take no action as all services had to reduce their expenditure.</p>
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Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Reduced scope for additional Community Development programmes in rural areas	<p>Consideration of duty placed on developers to fund community development activity in new communities</p> <p>Agree programme of community development in rural areas with Community First Oxfordshire</p>	<p>Jon Wild</p> <p>Kevin Larner</p>	<p>Over the next 6 months as part of the review of the Local Plan</p> <p>By July 2021</p>
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Areas of deprivation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Providers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Reductions in the scale of funding available to programme partners	Officer support to identify other funding routes and commitment to the organisation impacted by grant reduction	Nicola Riley	Throughout 2021/22 financial year
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 3: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	Throughout 2021/22
Person Responsible for Review	Nicola Riley
Authorised By	Ansaf Anzhar