

# EQUALITY IMPACT ASSESSMENT FORM

Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

## Section 1: Description

Department	Communities		Lead officer responsible for assessment		Tina Jones	
Service	Partnerships and Communities		Other members of team undertaking assessment		Kirstie Hercules Natalie Robinson	
Date	1 <sup>st</sup> March 2016		Version		1.1	
Type of document (mark as appropriate)	Strategy	Plan	Function✓	Policy	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	New		Existing✓		Revision	
<p>Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation)</p> <p>Please attach a copy of the strategy/plan/function/policy/procedure/service</p>	<p>Proposed change from direct funding awards to some community radio stations to an application process.</p> <p>Direct funding awards have been made to some community radio stations operating in Cheshire East to provide financial assistance in paying for their radio licences.</p> <p>There is no policy to accommodate the current arrangements and not all radio stations are aware of the current process. It is proposed that an application process for 2016/17 only is established and promoted to all community radio stations, following which the budget will be moved into the Community Grants Scheme.</p> <p>A scoping exercise has shown that it is unusual for community radio stations to be funded through local authorities. Those that do receive funding do so through council community grant schemes for specific initiatives.</p>					
Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)	Voluntary and community organisations, particularly community radio stations. Local councillors.					

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## Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	Four community radio stations operating in the Cheshire East area.										
Who is intended to benefit and how?	The voluntary and community sector in Cheshire East will benefit through a fair and equitable process of funding opportunities for all.										
Could there be a different impact or outcome for some groups?	Yes funding for one organisation may be reduced whilst all other organisations will have an opportunity to apply to the limited amount of funding available.										
Does it include making decisions based on individual characteristics, needs or circumstances?	No										
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	No the proposed changes will make the opportunities fair to all.										
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?	Direct funding awards unfairly single out some organisations, whilst other community organisations do not have access to the same opportunities. All organisations will be supported to produce financial management plans to support their organisations going forward. They will also be given support to apply for other funding opportunities, both within the Council and externally.										
Is there an actual or potential negative impact on these specific characteristics? (Please tick)											
Age	Y	N✓	Marriage & civil partnership	Y	N✓	Religion & belief	Y	N✓	Carers	Y	N✓
Disability	Y	N✓	Pregnancy & maternity	Y	N✓	Sex	Y	N✓	Socio-economic status	Y	N✓

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Gender reassignment	Y	N✓	Race	Y	N✓	Sexual orientation	Y	N✓			
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts										Consultation/involvement carried out	
										Yes	No
Age											
Disability											
Gender reassignment											
Marriage & civil partnership											
Pregnancy & maternity											
Race											
Religion & belief											
Sex											
Sexual orientation											
Carers											
Socio-economic status											
Proceed to full impact assessment? (Please tick)		Yes			No✓			Date 1 <sup>st</sup> March 2016			

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If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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### Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups?  Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups?  Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified <b>High:</b> Significant potential impact; history of complaints; no mitigating measures in place; need for consultation <b>Medium:</b> Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures <b>Low:</b> Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				

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<b>Pregnancy and maternity</b>				
<b>Race</b>				
<b>Religion &amp; belief</b>				
<b>Sex</b>				
<b>Sexual orientation</b>				
<b>Carers</b>				
<b>Socio-economics</b>				
<p><b>Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</b></p>				

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## Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Ongoing financial support for the period of change in 2016/17, through an application process	Ongoing communications with officers from the Council, radio station managers and others responsible for completing grant applications for the radio stations.	Tina Jones	13 <sup>th</sup> May 2016
Support to produce a financial management plan	Regular meetings with officers from the Council and radio station managers.	Tina Jones	31 <sup>st</sup> July 2016
Support to review business plans	Signposting to relevant organisations able to provide the bespoke support and advice needed. Regular communications with officers from the Council and radio station managers.	Tina Jones	31 <sup>st</sup> July 2016
Please provide details and link to full action plan for actions	N/A		
When will this assessment be reviewed?	31 <sup>st</sup> July 2016		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		

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Lead officer signoff		Date	
Head of service signoff		Date	

Please publish this completed EIA form on your website