



Equality Relevance Assessment

1. Details of proposal	
Policy title	Thematic review of all service and contract payments to voluntary organisations
Lead officer	Steve Field - Head of Area Services
Date relevance considered	17 December 2014
2. Does the council have control over how this policy will be implemented?	
YES	<input checked="" type="checkbox"/> X
NO	<input type="checkbox"/>
3. Do you have evidence or reason to believe that this policy will, or may potentially:	
General Duties	Impact on equality (Yes or No)
Reduce or increase discrimination, victimisation or harassment against people covered by the equality protected characteristics?	Yes
Reduce or increase equality of opportunity between people who share an equality protected characteristic and those who do not?	Yes
Provide opportunity to improve good relations between those who share an equality protected characteristic and those who do not?	Yes
4. Equality impact assessment required? (Two Yes above = full assessment necessary)	
YES	<input checked="" type="checkbox"/> X
NO	<input type="checkbox"/>
5. Decision rationale	
<p>There is a number of grant and support funding measures being considered as part of this proposal which have the potential to impact on equality issues and groups, and therefore this proposal requires to be considered in greater detail through completion of a full equality impact assessment.</p>	

- No assessment required – process ends
- Assessment required – continue to next section

Equality Impact Assessment

1. Details of proposal	
Details of others involved	Ian Hepburn – Community Regeneration Manager Kenny Selbie – Equality Officer Hannah Gardner – Equalities Analyst
Date assessment conducted	17/12/14
2. Aims of the proposed change to council policy or resources	
<p>The aim of this particular proposal is to make efficiency savings within small grants administered by the council, where there has been significant or consistent underspend patterns in previous years, or where the allocation is no longer relevant or necessary.</p> <p>The following grants are considered under this proposal: Arts and Cultural Grants; Sporting Grants; Children's Work and Play; Youth and Community Groups; Youth Forums; Community Council Funding; West Lothian Access Fund; Gala Grants; Community and Voluntary Sector Service Development and Volunteer Advice Groups.</p>	
3. What equality data, research or other evidence has been used to inform this assessment?	
<p>Evidence used during this assessment was the financial information on the allocation and usage of individual funds, and the consideration of the implications of budget reduction by service management.</p>	
4. Details of consultation and involvement	
<p>The assessment has been subject to scrutiny by representatives of the equality community forums through a specific focus on Delivering Better Outcomes projects as agreed by the council's Corporate Working Group on Equality.</p>	
5. Issues identified and 'protected characteristics' impact (Covering: age; disability; gender; gender identity; pregnancy and maternity; race; religion or belief and sexual orientation equality)	
<p>Following consideration against each of the protected characteristics, and each of the individual budget saving proposals, no particular impact on equality was identified. The assessment included evidence which highlighted that each of the funds and grants had been underspent, or not applied for in full previously. While equality related projects and activities may have been supported by allocation of a number of the grants in the past, all of the funding is allocated to projects and initiatives on an annual basis so no equality related group or organisation will be disadvantaged by a reduction in the available allocations. Specific consideration was given to the West Lothian Access Fund, given the direct impact on disability accessibility in West Lothian. Evidence was presented which highlighted that there had been considerable underspends of the Fund in previous years, and the proposed budget reduction would enable continuation of applications to the fund based on average spend in previous years. Again, no specific organisation or group will be disadvantaged by this proposal as awards are granted on an application by application basis.</p>	

6. What measures are in place to monitor the actual impact following implementation?

The spend against each fund will be monitored going forward. Any further proposed reductions will be subject to consideration against the equality relevance process.

7. Recommendation

- Implement proposal with no amendments
- Implement proposal taking account of mitigating actions (as outlined below)
- Reject proposal due to disproportionate impact on equality

8. Mitigating actions and additional outputs

N/A