PROJECT CONTENT
Surrey County Council Equality Impact Assessment – Initial Screening Form
Please read pages 9-14 of the EIA toolkit for guidance before completing this form

Service: SAPPS		Policy: VCS strategy		Name of officer: Julia McDonald	
1. Is this a major policy: i.e. high profile / will effect many people / will have a severe effect on some people?		**Yes**		No	
		High risk. Complete a full EIA		Go to section 2	
2. Is the policy likely to have an impact on a specific group of people? (People from the E&D strands)		**Yes**		No	
		High risk. Complete a full EIA		Go to section 3	
3. For policies that have a low risk of impact on the E&D strands and where possible improvements have been identified complete section 5 below **and** sections 3 and 4 of the full EIA.					
4. For policies that have a low risk of impact on the E&D strands and require no action to be taken complete section 5 below.					
5. If this policy is low risk please give or attach evidence to indicate how you have reached this conclusion:					

Equality and Diversity strands that the policy is to be assessed against:	Age		Belief / Faith		Disability		Gender		Race		Sexual Orientation		HR Issues Only	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Could the policy have a negative or positive impact? (Yes/No)	Y	Y	N	Y	Y	N	N	N	Y	Y	N	N	-	-

Head of Service Signed: _____David Wood_____ Date:____24.9.2007_____

Surrey County Council Full Equality Impact Assessment – Project Content

1. Summary of impact identified by equality and diversity strand:

Age, Positive or Negative Impact:	1) The draft strategy does not set out any age related proposal. However, as part of the consultation, SCC seeks a positive impact with poster campaigns run in schools and universities, which might bring about greater awareness of opportunities amongst younger age groups. 2) The draft strategy does not have a particular suggestion for older age group engagement.
Belief / Faith Positive or Negative Impact:	3a) The draft strategy has no specific policy that focuses on faith groups and the issue of how they can be made feel more inclusive. 3b) The prevalence of informal volunteering amongst faith groups might be detrimental for the proposed move towards formal bidding processes.
Disability Positive or Negative Impact:	4) The draft strategy does not contain a specific proposal about disability. There is a proposal to move the infrastructure agreement to a contract process with clear specifications on engagement, which might include particular programmes aimed at encouraging disabled people to take up and engage in volunteering.
Gender Positive or Negative Impact:	5) The draft strategy does not put forward any proposals that directly relate to gender. Hence, this assessment cannot determine a foreseeable impact on gender.
Sexual Orientation Positive or Negative Impact:	6) The draft strategy does not contain a specific proposal about sexual orientation. Therefore, any kind of impacts on groups with different sexual orientations cannot be predicted.
Race Positive or Negative Impact:	7a) Move from grant to contract might not be appropriate, as the volunteer set up in BME communities tends to be informal. So focusing on a formal tendering process might discriminate against the BME community. The actual benefits of this proposal on BME groups could include better chances to bid for contracts, better access to infrastructure support, and a more unified voice. The potential negatives are disruption of the existing set-up and a possible sentiment of not being understood or the culture not being acknowledged – 'westernise' volunteering. 7b) New infrastructure agreement will contain engagement function for BME groups, which might bring about greater involvement in formal volunteering, and better measurement of already existing informal community activities (especially for older groups in BME communities).
HR issues only: Positive or Negative Impact:	-

2. Give details of involvement and consultation or research undertaken for each relevant equality and diversity strand, upon which this policy has had an impact either internally or externally:

Age,	1) The 2001 Home Office Citizenship Survey (HOCS) found that 40% of 16-24 year olds had been involved in formal volunteering and 73% had been involved in informal volunteering in the previous 12 months before interview. These results suggested that young people volunteer at a similar, or higher, rate when compared to older people. This contrasts with earlier research findings, which suggested a slump in young people's voluntary participation. Young people who are not currently volunteering are often unaware of the potential benefits and this acts as a barrier to involvement. They also point to lack of time; negative peer pressure; lack of confidence; and problems with finding out information about volunteering.[1] Also, young people find the perceived attitude of voluntary organisations ('lazy', 'incapable') de-motivating.[2] 2) Machin (2005) in her review on age and volunteering stated that 45% of those aged 65-74 volunteer, with many taking up volunteering once they retire. Most older volunteers see the activity as part of an 'ideal retirement lifestyle'. Obstacles that face older age groups mainly derive from negative perceptions about older people by organisations and old people themselves. This might lead to imposing upper age limits for volunteering work, bias towards younger people and a limited number of volunteering activities available.

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[1] http://www.ivr.org.uk/generationvbulletin.htm

[2] Machin, J (2005) Volunteering and the Media – A review of the literature, VAMU and IVR, www.ivr.org.uk/**Volunteering**_and_the_media_report.pdf

Belief / Faith	3) During 20th June, faith groups felt not adequately included and acknowledged in SCC's definition of VCS. Voluntary action within faith communities seldom conforms to the dominant Western concept of volunteering: that is, activity that is carried out through an organisation and where the distinction between volunteer and beneficiary is clear. Instead, faith-based volunteering is often informal, evolving spontaneously out of local groups or congregations, and shows a strong bias towards mutual aid.[3]
Disability	4) There is little research done on the involvement of disabled people in volunteering, but studies have suggested that those with disabilities are under-represented as volunteers (IVR, 2004). An important obstacle for this E&D strand is the discrimination they face from associations of disabled people as the 'helped' rather than the 'helper'. This in turn might lead to disabled people actively rejecting 'volunteering' because they believe to be seen as passive recipients of volunteering.[4]
Gender	5) There is little significant difference in the numbers of men and women participating in volunteering. The activities however might differ, as women tend to take up social welfare and children's education, whereas men are more likely to participate in sports activities. Research suggests that men have a slightly more negative image of volunteering.[5]
Sexual Orientation	6) There is no research available that looks at sexual orientation and volunteering. Also, no issues were raised during previous consultations.
Race	7) Surrey has an ethnic minority population of ca. 10% (2001 Census). Volunteering England pointed out, that BME groups are under-represented in the formal voluntary sector. Both the 1996 and 1998 surveys into volunteering in NHS Trusts found that voluntary services departments were experiencing difficulties in recruiting mainly from black and ethnic minorities. Research has suggested that people from ethnic minorities on the whole prefer a more informal and less bureaucratic approach to volunteering. [6] There seems to be a generational shift, where younger people from BME communities are more likely to engage in mainstream voluntary organisations than in BME organisations.[7]
HR issues only:	-

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[3] http://www.ivr.org.uk/faithreport.htm

[4] Machin, J (2005) Volunteering and the Media – A review of the literature, VAMU and IVR, www.ivr.org.uk/**Volunteering**_and_the_media_report.pdf

[5] Machin, J (2005) Volunteering and the Media – A review of the literature, VAMU and IVR, www.ivr.org.uk/**Volunteering**_and_the_media_report.pdf

[6] http://www.volunteering.org.uk/WhatWeDo/Projects+and+initiatives/volunteeringinhealth/socialcare/goodpractice/under-representedgroups.htm

[7] Machin, J (2005) Volunteering and the Media – A review of the literature, VAMU and IVR, www.ivr.org.uk/**Volunteering**_and_the_media_report.pdf

3. Recommendations to improve this policy:

Because the proposals are of a strategic nature, the specific outcomes of proposals are not yet clear. Hence, when actual initiatives are being planned, it is important to seek and maintain input from E&D strands to see how they are affected, and if action programmes need amending.

1a) Poster campaign - Check with VCs by end of year if interest in volunteering has picked up.
1b) Voluntary organisations should be consulted on how they perceive young people (ageism against young might be one of the least obvious forms of discrimination). Do they hold any stereotypical beliefs about young people that might need dispelling?
1c) During consultation, engage with groups for youth volunteering to see how youngsters can be encouraged with specific initiatives (main issue: peer pressure, lack of awareness and organisations' perceptions).

2a) During consultation, it is important to convene with VCOs to see how older groups might be encouraged (main issue: raise old people's confidence and organisations' perceptions)
2b) To raise the image of volunteering amongst young and old people, careful communication plans are needed (tackle age-specific obstacles to participation). This should be communicated to CVSs / VCs and voluntary organisations (ideally assist them with advice from SCC Comms)

3) Check with faith groups in November consultation event if they feel that the strategy should be amended with respect to the issue of measuring / identifying their contribution.

4) During consultation it is important to get an idea on what programmes disabled people would find beneficial.

5) Monitor during and after implementation of strategy if gender specific groups feel unfairly treated as a result of the strategy.

6) When putting the draft strategy up for consultation, it might transpire that sexual orientation encounters issues in the voluntary sector.

7a) Encourage user run organisations within BME sector (get ideas on how during consultation)

7b) During consultation, BME groups should be asked if and how they require inclusion in the formal volunteer framework. Recommended activities to achieve this are:

- o Pilot projects where possible to detect the actual impacts

- o Agreement review must examine if the service stipulations re BME groups have been met

- o Feedback should be sought from service providers and BME communities on how the action programmes affect them (meetings between CVS – BME groups – SCC)

Please continue and attach a separate sheet if necessary

4. Actions required to implement the EIA recommendations:

Because the draft strategy is in its consultation phase, the actions suggested are still evolving and need amending throughout the consultation (especially action proposals going into next year).

Action Plan:	Responsibility:	Date to be completed:
Monitor feedback from all E&D strands in the VCS through consultation in general: - A quarterly equality and diversity forum - Set up a meeting with representatives from the six strands to look at the proposals	CVS / SCC (Organised by SCC VCS liaison officer)	Ongoing December 2007
More specifically: 1a) Distribute volunteering posters from CVS sources to secondary and special schools and colleges in Surrey. Brief VCs to provide feedback on number of volunteering queries and newly taken up positions in period of October – December.	VCS project team	October 2007 December 2007
1b) Encourage E&D training for management of volunteers, and commitment to E&D standards	E&D lead in SCC – CVSs	Mid 2008
1c and 2a) Discuss possible initiatives with youth groups (Connexions, SCYVS, etc) / groups for older people (Age Concern, 50+ Network) and VCOs in meetings	VCS liaison officer - age groups – VCOs	March 2008
2b) Find out if VCS wishes to take up age specific promotion for volunteering and if SCC Comms have resources to assist VCS in drafting campaigns.	VCS project team	November 2007
3) Encourage faith groups in particular (i.e. Islamic Centre, Churches in Surrey Together) to come forward with their opinions of proposals / additional suggestions.	VCS project team	Oct – December 2007
4) Grasp general opinion during consultation event and then set up special meeting with disability group representatives.	VCS project team; CVSs – BME groups – VCS liaison officer	November 2007 March 2008
5 and 6) In above-mentioned E&D forums, the subject should be on the agenda, and ongoing meetings must pay attention to any broached issues relating to discrimination of gender and sexual orientation.	E&D lead – VCS representatives	On-going

Action Plan:	Responsibility:	Date to be completed:
7a) Get idea for schemes from liaising with BME groups. Check available funding (maybe a new pot of money now to encourage user run organisations, or groups working within the BME sector - there is a Capacity Builders programme already running in Surrey).	VCS liaison officer	March 2008
7b) Get opinions during the consultation event and then set up a special meeting with BME group representatives, if required.	VCS project team; CVSs – BME groups – VCS liaison officer	November 2007 March 2008

5. If no actions to be taken with respect to the recommendations please give reasons below:

Action plan review date: ____early 2008_____ **Name of person responsible for review: to be decided_____**

EIA Assessor(s): ___Becky Pettitt_____ ___Michael Edley_____

Name Head of Service: ____David Wood_____ Signed: _____

Date Completed: _____24.9.2007_____

1. **Signed hard copy and electronic version to be kept in your team for audit purposes**
2. **Send an electronic copy to the SCC 'Web Operations Team'**

Date sent to Web Operations Team: _____