



Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Community Partnerships and Safety Budget Savings 2017-18
EIA author	Gregory Finneron

2. Approval

	Name	Date approved
Approved by	Jane Last	15.02.2017

3. Quality control

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4. EIA team

Name	Job title	Organisation	Team role
Gregory Finneron	Project Officer	Surrey County Council	EIA Lead
Tracy Waters	Senior Project Manager	Surrey County Council	EIA Support

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>The Community Partnerships and Safety Team as part of budget setting for the financial year 2017-18 is reviewing the levels of funding for the provision of two of its current grant funding streams, the Community Improvement Fund (CIF) and the Members Allocations scheme. This service is currently delivered by the Community Partnerships Team and makes available to the community through CIF £500,000 and within each member's division £10,296 in a financial year.</p>
<p>What proposals are you assessing?</p>	<p>The proposals are as follows:</p> <ul style="list-style-type: none"> • A reduction in the total amount available to be distributed in a financial year by CIF from £500,000 to £264,000. • A reduction in the total amount available to be distributed in a financial year by the Members Allocation Scheme from £10,296 to £9,000. <p>The Community Improvement Fund provides local groups the opportunity to improve their areas, make a real difference to people's lives and strengthen the ability of residents to independently enhance where they live. Bids are invited for between £10,000 and £30,000 for one- off capital schemes for community improvements (in exceptional circumstances bids for start up revenue projects will be considered). Applications are assessed and prioritised against a set criteria for the funding and final decision on the allocation of funds is taken by the Leader.</p> <p>The Member Allocations fund is split between each county councillor for an award in their Division. Local organisations and groups can apply for funds for projects that promote the social, economic and environmental well-being of the local community. The current allocation per councillor is £10,296, creating a countywide fund of £834,000. Projects funded by Member allocations funds but comply with the financial framework for the funds. Funding is approved by Officers in consultation with the relevant Division Member or Members in the case of pooled applications.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>In Surrey the following will be affected:</p> <ul style="list-style-type: none"> • Residents • The Voluntary, Community and Faith Sector • District & Borough Councils • District & Borough Members • Parish Councils • Parish Councillors • County Council • County Council Members

6. Sources of information

Engagement carried out

Consultation with the Community Partnership Team Manager

Data used

- Community Partnerships Team Data on Successful Projects
- Review of Community Improvement Fund (Audit Report) 2013/14
- Review of Member's Allocations (Audit Report) 2014/15
- Joint Strategic Needs Assessment (JSNA), Surrey
- Census 2011
- Surrey-i
- Gender Identity and Research Education Society

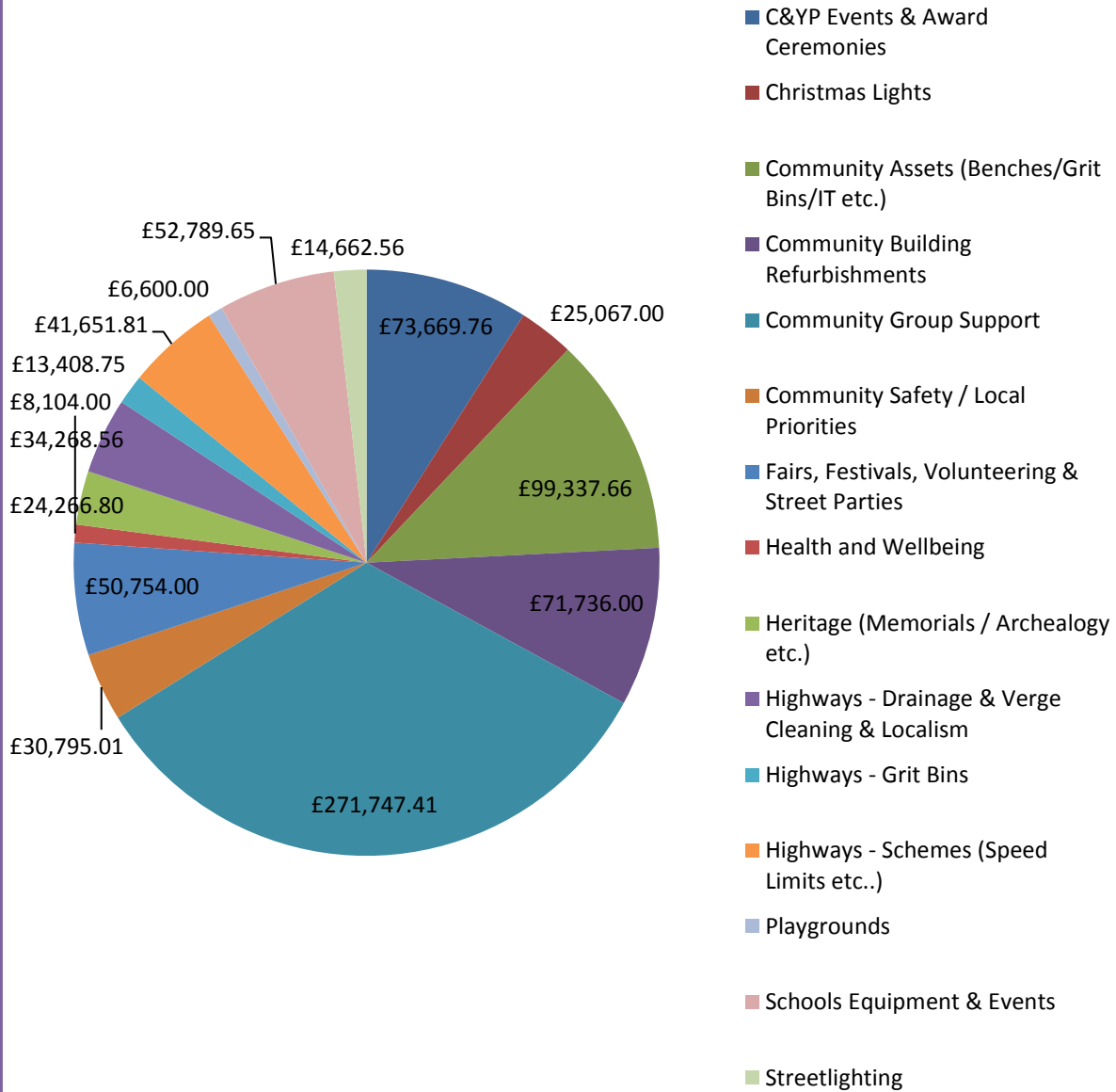
7. Impact of the new/amended policy, service or function

The Member Allocations and Community Improvement Fund are both funding streams designed to provide investment in schemes that improve the local area and encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity. In previous years the full commitment of the funds has been utilised.

The largest single category on which the Members Allocations budget is invested each year is Highways, including grit bins, maintenance and calming schemes. Beneath this layer of spend however is the remainder of the fund that when totalled forms a greater share of the total annual fund invested and this is distributed on a range of community schemes.

There is therefore likely to be an impact within communities as they compete for the awards. The amounts required to previously make an effective impact would in future represent a greater share of the available fund and it is therefore likely that either schemes can not continue to be funded at the same level or fewer schemes will be funded overall

**Countywide - Members Allocations
Revenue
(As at 31 March 2016)**



Total Spend: £818,858 (98%)
Total Budget: £834,000

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p>Age</p>		<p>The reduced funding for investment in community projects is more likely to impact young and older people who rely on or gain support from within the local community.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>CIF and the Members Allocations Scheme have through their funding previously benefitted a wide range of schemes and initiatives that would be designed to be accessed by young people and older people.</p> <p>The funds are designed to provide investment in schemes that encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity.</p> <p>Age Groups in Surrey: Children and Young People (0-24 years) 29.7% Adults (25-65 years) 52% Older People (65+) 18.5% (Source: Surrey-i 2015)</p> <p>Life expectancy at birth in Surrey is 80.8 years for men and 84.3 years for women, which is higher than the England averages (78.6 and 82.6 respectively)</p> <p>In 2014, Surrey had 10% of children under 16 considered to be living in poverty, this compares with and English average of 20%. (Source: Surrey-i, Children in low income households 2014)</p> <p>‘..the ageing population raises specific challenges for the future of health and social care services, where</p>

			<p>limited resources will need to be allocated to support more people. This is because the ageing process brings increased risks to independence and wellbeing through disease, frailty, sensory impairments and other long term conditions, especially in the “oldest old” (i.e. people over the age of 85). Life expectancy at birth in Surrey is 80.8 years for men and 84.3 years for women, which is higher than the England averages (78.6 and 82.6 respectively) (Source: JSNA)</p>
<p>Disability</p>		<p>The reduced funding for investment in community projects is likely to impact on people with disabilities people who rely on or gain support from within the local community.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>The funds are designed to provide investment in schemes that encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity.</p> <p>Those with disabilities and other health difficulties such as mental health issues are more likely to experience social and economic exclusion and are therefore more likely to benefit from schemes that benefit the community and encourage engagement.</p> <p>The day to day activities of 13.5% of Surrey’s population are limited by a long term health problem or disability. This proportion is below the national average of 17.6% and is unchanged since 2001. The activities of 5.7% are limited “a lot” .</p> <p>The likelihood of suffering from a long term illness or disability increases with age. 78% of people over 85 reported a health problem compared with just 2.9% of children under 16. (Source: Surrey-i, 2011 Census-Disability, Health and Carers)</p>

			<p>Overall Surrey has a statistically significantly lower prevalence of adults with depression than England (2011-12) 11.32% versus 11.68% (worst in England 20.29%). The county also has a statistically significantly lower prevalence of schizophrenia, bipolar disorder and other psychoses than England.</p> <p>Surrey has historically had a lower rate of suicides than the UK, except in 2009, when the rate peaked to above the UK figure, but has since dipped back below it to a directly standardised rate to 8.28 per 100,000 in 2012. Overall since 1993, there has been a downward trend in suicide rates in Surrey.</p> <p>Women over 65 (10.4%) are more likely to be depressed than men (6.4%) of the same age. (Source: Surrey JSNA Adult Mental Health 2014, and Health and wellbeing in Surrey: Promoting emotional wellbeing and mental health, Surrey-i 2014)</p> <p>It is estimated that 10,290, children aged 5-15 suffer from a mental health disorder. (Source: Surrey-i; Surrey Snapshot Improving Children’s Health and Wellbeing)</p> <p>1 in 4 people over the age of 65 suffer from depression and 40% over 85 have debilitating depression. We need to ensure that older people have the opportunities they want in local communities and work with public services to design these services. (Source: Ageing Well in Surrey 2015)</p>
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<p>Gender reassignment</p>		<p>The reduced funding for investment in community projects is likely to impact on people who rely on or gain support from within the local community.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>The funds are designed to provide investment in schemes that encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity.</p> <p>People in this group are more likely to experience social and economic exclusion and are therefore more likely to benefit from schemes that provide support within the community and encourage engagement.</p> <p>There is limited data on the prevalence of this protected characteristic.</p> <p>Organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition. (Source: GIRE Update 2011)</p>
<p>Pregnancy and maternity</p>		<p>The reduced funding for investment in community projects is likely to impact those experiencing pregnancy and maternity, and with caring responsibilities for small children who rely on or gain support from within the local community.</p>	<p>The funds are designed to provide investment in schemes that encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity, including assisting the development of both parents and small children.</p> <p>In 2013 there were 13,569 live births recording the mother's usual place of residence as Surrey. North East Surrey had the highest number with 4,084 live births and the lowest number was 2,775 in the South West. (Source: Surrey-i)</p>

		<p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>The maternity rate in Surrey for 2014 for those under 18 was 5 per 1000 women in the age group of the population. In England, the average was 11.1 per 1000 women in the age group. (Source: ONS Conception Statistics 2016)</p> <p>Those that are identified as likely to enter into early parenthood may share similar characteristics to those that community groups through the funding seek to target:</p> <ul style="list-style-type: none"> • Young people excluded or truanting from school or underperforming in education. • Young people 'Not in Employment Education or Training • Young people in care or leaving care • Daughters of teenage parents • Young people involved in crime. • Some ethnic minority groups • Vulnerable young people • Young women with a history of underage pregnancy <p>(Source: JSNA Chapter Teenage Pregnancy 2011)</p> <p>Although there is a lower percentage of births to teenage girls compared with England there is a higher than average termination rate in Surrey at 59%. Some areas in Surrey (Runnymede, Woking and Spelthorne) have a higher rate of teenage conceptions than Surrey overall. This means family planning and healthy relationships education is important across Surrey and there are areas where it may need to be targeted.</p> <p>(Source: JSNA: Children's 2013-15)</p>
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<p>Race</p>		<p>The reduced funding for investment in community projects is likely to impact those who experience social or economic exclusion rely on or gain support from within the local community.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>The funds are designed to provide investment in schemes that encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity.</p> <p>Those in minority ethnic communities can often experience social and economic isolation and therefore are likely to benefit from schemes that support the community and encourage engagement.</p> <p>In Surrey, 20% of school children in Surrey are from a minority ethnic group. There are 187 languages spoken in Surrey’s maintained schools and academies, with the most common after English being Polish, Spanish, Portuguese, French and Punjabi. (Source: JSNA Children’s Summary Analysis March 2015)</p> <p>In Surrey 83.5% of the population are classified as White British. This is slightly above the national average but slightly below the average for the south east. The second largest ethnic group is non British White. The Pakistani population in Woking is significantly higher at 5.73% than the Surrey average of 0.96% which is below the national average of 2.1%.</p> <p>Other significant above average ethnic populations include a 1% above the national average across Surrey of White Other, with this being comparatively high in Elmbridge, Runnymede and Woking. Also there is a significant Indian population in Spelthorne and Other Asian population in Epsom & Ewell. (Source: Surrey-i Census 2011)</p>
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<p>Religion and belief</p>		<p>The reduced funding for investment in community projects is likely to impact on those from faith community groups, reducing their ability to conduct positive engagement and develop social capital in the community.</p> <p>The loss or reduction in quality of facilities and offering fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>The funds are designed to provide investment in schemes that encourage participation, reduce isolation, and develop the potential for social wellbeing and economic prosperity.</p> <p>Those in faith groups are often proactive in community engagement with the development of social capital at the core of their value system.</p> <p>Faith communities have been recipients of the funds in previous years.</p> <p>The majority of the population in Surrey is classified as Christian 63%, this is slightly above the national average of 59%. The Muslim population in Surrey as a whole is 2% below the national average but in Woking the Muslim population is 2% above the national average.</p> <p>The District & Boroughs in Surrey that have more than 1% above the County average for a minority religious or non-religious groups are as follows:</p> <p>Epsom & Ewell, Spelthorne: Hindu Epsom & Ewell, Woking: Muslim Spelthorne: Sikh Guildford: No religion (Source: Surrey-i Census 2011)</p>
<p>Sex</p>		<p>The reduced funding for investment in community projects is likely to impact on people who experience social or economic exclusion and rely on or gain support from within</p>	<p>Surrey's gender split is in line with the national average with 49% of the population male and 51% of the population female. There is little variation between the different district and boroughs of Surrey.</p>

		<p>the local community such as those who are isolated older adults living alone.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p> <p>There may be a slightly greater negative impact on the older female population as they have longer life expectancy.</p>	<p>The proportion of older people is expected to rise by 25% by 2039. (Source: Surrey-i; Surrey Snapshots: How is the population of Surrey Changing?)</p> <p>The life expectancy of females is greater than males. Life expectancy at birth in Surrey is 80.8 years for men and 84.3 years for women, which is higher than the England averages (78.6 and 82.6 respectively)</p> <p>‘In the next 7 years the increase in the over 85s is expected to be greater than the increase in the over 65s.’ (Source: Surrey-i; Surrey Snapshot: Health & Wellbeing in Surrey Older People)</p> <p>In Surrey 13% of households are comprised of an adult aged 65 and over living alone. (Source: Surrey-i Census 2011)</p> <p>Women over 65 (10.4%) are more likely to be depressed than men (6.4%) of the same age. (Source: Surrey JSNA Adult Mental Health 2014, and Health and wellbeing in Surrey: Promoting emotional wellbeing and mental health, Surrey-i 2014)</p>
<p>Sexual orientation</p>		<p>The reduced funding for investment in community projects is more likely to impact those who experience social or economic exclusion and rely on or gain support from within the local community.</p>	<p>People in this group are more likely to experience social and economic exclusion and are therefore more likely to benefit from schemes that benefit the community and encourage engagement.</p> <p>There is limited data on the numbers of lesbian, gay, bisexual, transgender or questioning (LGBTQ) people in the UK. The UK Government estimates that 7% of</p>

		<p>The loss or reduction in quality of facilities and offering fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p>	<p>the population are LGBTQ. Applying this to mid-2009 population estimates for Surrey, there may be around 5,700 people aged 11 to 16 in Surrey who are LGBTQ.</p> <p>Many young people discover that they are lesbian, gay or bisexual (may have feelings of being different) from the age of 11. However a number of young people do not 'come out' until the age of 16. The age range of 11 to 16 is a critical period for most young people who are LGBTQ. (Source: JSNA Lesbian, Gay, Bisexual and Transgender, 2011)</p> <p>The percentage of the population in same sex couples is 0.7%. (Source: JSNA Summary, 2015)</p>
<p>Marriage and civil partnerships</p>		<p>The reduced funding for investment in community projects is more likely to impact those who experience social or economic exclusion and rely on or gain support from within the local community.</p> <p>This has the potential to impact through the loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities.</p>	<p>The service does not hold customer profile data on this protected characteristic.</p> <p>In Surrey 53% of the population are married or have a civil partnership. The percentage of those in a same sex marriage is 0.2%. (Source: Surrey-i; Census 2011)</p>

		<p>There is no indication that this would have a particular adverse effect on people with this protected characteristic.</p>	
<p>Carers (protected by association)</p>		<p>The reduced fund for investment in community projects is likely to impact on both those with caring responsibilities and those for whom they care. There will be a reduced ability in the community to provide the support networks that both these groups may use. This reduction in the availability of support has the potential to place a greater burden on individuals leading to a potential deterioration in health, which then may lead to an increase in the need to access alternative health and social care providers.</p> <p>This has the potential to impact through the loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities.</p>	<p>People in this group are more likely to benefit from the schemes that promote community and encourage engagement that tackles social and economic exclusion.</p> <p>The percentage of the Surrey population providing unpaid care is 10%. The figure is similar across all the Districts & Boroughs, and slightly below the national average.</p> <p>Older people are more likely to be providing unpaid care than younger people, and providing more hours of care. Nearly 14% of people aged 65 or over provide care with more than quarter of these providing 50 hours or more. Among young people under 25, less than 2% provide care, around one in 13 of these providing 50 hours or more.</p> <p>Young adult carers can face barriers to education and employment which may be due to young people becoming more heavily involved in caring as they get older. Having a caring a role when aged 16 – 24 years old can affect future life opportunities.</p> <p>As the general population ages, the number of older people providing unpaid care is also expected to increase. Estimates have been produced of the number of older carers in Surrey to increase by 11% in Surrey. The largest increases are expected in Tandridge, Reigate & Banstead, Woking and Epsom & Ewell. (Source: JSNA 2013)</p>

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Disability	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Gender reassignment	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Pregnancy and maternity	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Race	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Religion and belief	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Sex	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Sexual orientation	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Marriage and civil partnerships	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.
Carers (protected by association)	No positive impacts identified	No negative impacts identified	Proposals will not impact staffing levels or working arrangements.

8. Amendments to the proposals

Change	Reason for change
There is no planned change to the proposals	N/A

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
<p>The reduced funding for investment in community projects is likely to impact on people who rely on or gain support from within the local community.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it.</p> <p>This is likely to have a negative impact on all of groups with protected characteristics with the exception of marriage and civil partnership.</p>	<p>Assessment & Award Community Partnerships Team to consider how the criteria and prioritisation of community improvement funds applications can ensure applications are awarded to the groups most in need of support and those that produce the greatest breadth of social, economic and environmental benefits so as to maximise the achievements of the funding scheme.</p> <p>Community Partnerships Team to ensure the Financial Framework for Member Allocations Funds takes into full consideration residents and service users with protected characteristics.</p> <p>Monitor & Review Analysis to be conducted of the distribution of the funding streams and outcomes with the purpose of assessing the impact and monitor that those most in need in the County are accessing the funding to help improve social wellbeing and economic prosperity.</p>	<p>2017/2018</p> <p>End of 2018</p>	James Painter

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
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None identified	N/A
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11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<ul style="list-style-type: none"> • Community Partnerships Team Data on Successful Projects • Review of Community Improvement Fund (Audit Report) 2013/14 • Review of Member’s Allocations (Audit Report) 2014/15 • Joint Strategic Needs Assessment (JSNA), Surrey • Census 2011 • Surrey-i • Gender Identity and Research Education Society • Consultation with Community Partnerships Manager
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>The reduced funding for investment in community projects is likely to impact on people who rely on or gain support from within the local community.</p> <p>The potential loss or reduction in quality of facilities, fewer opportunities for volunteering and social interaction, and fewer educational, creative and leisure activities has the potential to negatively impact the economic health and social wellbeing of the community and individuals within in it. However, as the funds do not directly provide services in the community these impacts should be minimised.</p> <p>This is likely to have a negative impact on all of groups with protected characteristics with the exception of marriage and civil partnership.</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>No changes.</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>Monitor & Review Outcomes to ensure support is targeted to the areas of greatest need.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>None identified.</p>