

Equality Analysis Report

Title of activity / Budget Proposal title and number CEX/B – review of third sector grant funding and commissioning, Guild House	Committee meeting (decision maker) and date Executive Committee 20 January 2016
Service area Adults Commissioning services	Lead officer George Hunt, Head of Commissioning
Approved by Simon White, Assistant Director Commissioning & Business	Date of approval 14 January 2016
<p>Description of activity:</p> <p>The Adults Commissioning Service currently provides funding to third sector organisations through a combination of commissioned services and grants. Generally, this funding is intended to enable third sector organisations to provide support services to residents that the Council would otherwise be obliged to provide support to directly under its statutory responsibilities.</p> <p>A review of the services currently funded has been conducted taking into account the requirement of the new Care Act 2014 which came into effect from April 2015. As a result of the review it is proposed to discontinue the provision of Adult Commissioning Service funding for Bedford Guild House (£14,252 for 2015/16) because it is not providing services that the Council is required to meet under the Care Act.</p> <p>In addition it is also proposed that the Council's Third Sector funding is discontinued (£10,000 for 2015/15).</p> <p>The Guild House is a membership organisation providing social activities and support for over 50's. Non-members may also take part in the activities on a pay as you go basis. There are 4 part time members of staff and around 50 volunteers including 4 with Learning Disability or Autism. Around 500 over-50s attend the activities monthly.</p> <p>Most members are not eligible for adults social care support at this moment but are in the at risk group to become eligible in the future. The services provided by the Guild House help to prevent many of those risks being realised and generating future needs for funded social care.</p>	

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	x	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	x	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	x	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	x	No	<input type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	x	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	x	No	<input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	x	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	x	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	x	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	People over 50 with potential to become future users of adult social care and their potential future carers.
Which particular protected equality groups are likely / will	In the present, over 50s on low incomes and with limited socialisation opportunities. In the future, older people with disabilities related to mental and physical health problems. Carers.

be affected?	
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Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	1. Review of contract monitoring information. 2. Visit to premises.												
What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	<p>1. Meeting with officers from the Guild House In summary the message from the Guild House was that they could review their costs and probably survive a partial reduction in Council funding but not a complete cessation at this time. A partial cessation would give them time to explore other sources and maintain preventative services to older people. Feedback and comments from the consultation meeting are outlined in Appendix A.</p> <p>2. Public consultation i) Proposal CEX/B was subject to public consultation from 19 October to 14 December 2015. In summary 135 response forms were received which ranked the proposal as follows:</p> <table><tr><td>Strongly agree</td><td>Agree</td><td>Neither agree nor disagree</td><td>Disagree</td><td>Strongly disagree</td><td>Don't know / no opinion</td></tr><tr><td>17</td><td>12</td><td>5</td><td>7</td><td>93</td><td>1</td></tr></table> <p>Key points made by the majority who disagreed with the proposal included the impact of the Guild House in combatting loneliness and isolation in older people. Keeping older people active in mind and body through the variety of educational courses on offer also came through as a highly valued feature.</p> <p>ii) A petition with 277 signatures was received in support of continuing the funding for the Bedford Guild House.</p>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion	17	12	5	7	93	1
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion								
17	12	5	7	93	1								

	<p>iii) Two written responses were also received in support of Bedford Guild House. They highlighted the positive impact of the Guild House on the physical health and wellbeing of older people (of whom some are carers) attending and also in combatting loneliness and depression.</p> <p>3. Meeting with all organisations affected by proposal CEX/B</p>
What does this evidence tell you about the different protected groups?	<p>1.Review of contract monitoring information</p> <p><u>User Survey 2015 – Findings</u></p> <p>General 192 (225) responses to the survey were completed. Majority of users indicated that :</p> <ul style="list-style-type: none"> - they were satisfied with the services and activities provided - Q5, 94.3% , - they attend with the same frequency – Q9, 87%, - they had no difficulty in getting to the GH - Q11, 87.5%, - the toilet facilities were adequate – Q12, 82%, - they had no help from Social Services – Q13, 92.2%. <p>Benefits of using GH – Q1</p> <ul style="list-style-type: none"> - Feel fitter 29% - Increased sense of wellbeing 46% - A better social life 77% - Confidence increased 39% - <p>Knowledge of Services – Q2</p> <ul style="list-style-type: none"> - Footcare 17%, - Hairdressing 25%, - Beauty Treatment 10%, - Holistic therapies 15%. <p>Lunch – Q3 & Q4</p>

Of the 28% that took lunch the frequency of use was 20% every visit, 50% occasionally and 30% regularly. On every point of detail the average score was in excess of 9 out of 10.

Main reason for attending GH – Q7

Apart from classes the main reasons were :

- meet other people 73%,
- keep fit and active 18%,
- access services 11%,
- have lunch 7%,
- keep mentally alert 36%.

Classes and activities available currently

A range of activities are provided for older people.

Monday

Creative Writing 10am – 12noon

Art 10.30am – 12.30pm

Whist Drive 1.30pm

Beadwork 10.30am – 12.30pm and 1.30pm – 3.30pm

Lace making 1.30pm – 3.30pm

Beauty Treatments 10am 3pm

Hairdresser

Tuesday

Table Tennis 10am – 1.30pm

Art Class 10.30am – 12.30pm and 2pm – 4pm

Pilates 2pm – 3pm

Cribbage 2pm– 4pm

Holistic Therapies 10am – 3pm

Wednesday

Art Class 10am - 12 noon and 2pm – 4pm

Line Dancing Beginners Class 10am -10.30am

Line Dancing 10.30am - 11.30am

	<p>Needlework Group 1.30pm - 3.30pm Tai Chi 1.45pm – 3.15pm Hairdresser</p> <p><u>Thursday</u> Foot Specialist am (alternate weeks) Pilates 9.30am – 10.30am Art Class 10.30am – 12.30pm and 2pm - 4pm Tea Dance 1.30pm - 3.30pm Bingo 1.30pm Bridge 1.30pm - 4pm Hairdresser</p> <p><u>Friday</u> Art Class 10.30am - 12.30 pm Fitness + Fun 10.30am – 11.30am Chair based exercise 11.30am – 12.15pm Social Beading (no tutor) 1.30pm - 3.30pm Beadwork 10.30am - 12.30pm and 1.30pm - 3.30pm Holistic Therapies 10am – 3pm Hairdresser</p> <p>2.Visit to premises That availability of preventative services for older people aged over 50 will be reduced by the proposed complete removal of Council funding. If both proposed cuts go ahead the service will probably need to close.</p>
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	None.

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age	Provides support for older people who may feel excluded from social activities aimed primarily at younger people.	Older people have access to activities that help prevent physical and mental decline thus maintaining opportunity for independent living into older age.	Older people from all sections of the community meet in a positive social environment
Disability	Provides support for people with disabilities who may feel excluded from social activities aimed primarily at abler people.	People with disabilities have access to activities that help prevent physical and mental decline thus maintaining opportunity for independent living into older age.	People with disabilities from all sections of the community meet in a positive social environment
Gender reassignment			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?

	Positive impact	Negative impact	No impact	Explanation
Age	<input type="checkbox"/>	x	<input type="checkbox"/>	Approximately 500 people aged 50 years and over access the Guild House services every month. Opportunities provided by the Guild House for older people aged 50 and over to participate in social activities, sustain friendships and ensure social connectedness will decrease or stop altogether if the proposal to discontinue funding for the organisation continues and the organisation ceases to operate as a result.
Disability	<input type="checkbox"/>	x	<input type="checkbox"/>	As above.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the	Equality act requirements are included in contracts.
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general equality duty?	
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	Equality monitoring is carried out.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	Guild House will review their costs to ensure efficiency.	Guild House	April 2016	Most efficient use of resources.
	Guild House can apply to the Council's emergency hardship fund whilst they establish more sustainable sources of funding. The fund has been established as part of the overall proposal to lessen the negative equality impact for any third sector grant recipient by enabling cash limited assistance to be provided to avoid an organisations' closure.			The fund will act as a partial reduction of funding, which consultation with Guild House has identified will probably be survivable. In so doing, it will provide the Guild House time to explore alternative sources of funding for future years to continue operation.
	Council officers will work with Guild House where possible to sign post to potential funding bodies and infrastructure support organisations who may be able to assist third sector			Provide opportunities to explore alternative sources of funding for future years; and to access appropriate infrastructure support to help build sustainability and continue operation.

	organisations secure alternative sources of funding for future years. This approach was recommended through the consultation.			
Actions to increase positive impact				
Actions to develop equality evidence, information and data				
Actions to improve equality in procurement / commissioning				
Other relevant actions				

Recommendation

No major change required	<input type="checkbox"/>	
Adjustments required	x	<p>The proposal is to discontinue Adult Commissioning Service funding (£14,252) and Third Sector funding (£10,000) for Bedford Guild House from April 2016. This would have a negative equality effect on older people aged over 50 years who access the services provided by the Bedford Guild House as it is likely the complete cessation of Council funding would probably result in closure of the service.</p> <p>To lessen the overall negative equality impact, for any third sector grant recipient, an emergency hardship fund is being established as part of this proposal. This will enable cash limited assistance to be provided in the unlikely event that due solely to the change to the Council's funding arrangements the organisation is unable to avoid closure or very significantly reducing its services. Bedford Guild House is able to apply to the emergency hardship fund whilst they establish more sustainable sources of funding or take other actions to address the reduction in income.</p>

		In addition, as recommended through the consultation, Council officers will work with organisations where possible to signpost to potential external funding bodies and infrastructure support organisations.
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The equality analysis is based on evidence from contract monitoring information, service user data, public consultation and specific consultation with Bedford Guild House.

The equality analysis recommendation is that adjustments are required to the proposal. The complete cessation of Council funding would probably result in closure of the service with negative equality impact on older people aged 50 and over. In addition, this would likely result in a future increase of preventable demand for social care and health services. The partial cessation of funding is probably survivable by the Guild House and would enable the continued operation of this preventative service.

Monitoring and review

Monitoring and review	Review date December 2016
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Appendix A: Consultation on Proposed Changes to Funding for Third Sector Organisations, Bedford Guild House Monday 30 November 2015

Present:

- Sonia Minney, Bedford Guild House
- Maggie Fletcher, Bedford Guild House
- George Hunt, Bedford Borough Council

Background

The Guild House is a membership organisation providing social activities and support for over 50's. Non-members may also take part in the activities on a pay as you go basis. There are 4 part time members of staff and around 50 volunteers including 4 with Learning Disability or Autism. Around 500 over-50s attend the activities monthly.

Subscription is £20 a year and pay as you go is £1 a session. Basic state pension is the source of income for most attenders and they are not usually eligible for social care support.

The Guild House helps to prevent loneliness and isolation. For many members it is their only social interaction. Friendships are supported which contribute to mental and physical wellbeing. Cooked lunches (paid for) are available daily and popular.

While not possible to quantify it seems likely that a reduction in Guild House activity may, in the medium to long term, lead to an increase in demand for social services for older people in the form of attendance at Council day centres or provision of home care.

Implications of 10.2% budget savings and ways to reduce impact

1. Board have discussed possibilities of raising charges and/or reducing hours of paid staff and/or making redundancies.
2. Do not have sufficient reserves to pay redundancies. Finances are hand to mouth although budget is controlled to the extent that break-even is achieved each year.
3. Have made the building available to other users at weekends and out of hours. Raises some funds but brings problems re how the building is left afterwards.
4. Council funding is key to ability to access other funds.
5. The Guild House could probably cope with the loss of the 10k grant if transitional relief was made available but probably not cope if the loss of the 10k was combined with the loss of the adults commissioning 14k.
6. The building is leased to the Guild House by the Council and that rent receipt would be lost to the Council if the Guild House closes.

7. If the service continues then the Guild House would seek renegotiation of the lease on the basis they have improved the building, and a garage and store have been demolished.