



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy Tendering for a new service A strategy or plan

Other ✓

A temporary uplift in grant to Hillingdon Autistic Care and Support (HACS) was agreed by Cabinet in 2014/15 and again in 2015/16. HACS have applied for a grant of £70k for 2016/17, to employ a Business Development Manager. The issue, therefore, is to assess the impact of what might happen if the grant were to be set at £40k not £70k per annum for 2016-17.

HACS were asked what impact the change would have and have explained (see Appendix A) that they would not be able to undertake future business development but in addition they have said that they would also withdraw from running regular sessions at three youth centres in the borough.

The youth centres are not linked directly to the role of the business development manager (BDM) but the role could help in identifying new funds to support their continuation. However, it should be noted that there is a risk that even with the additional role of a BDM, the clubs may well need to close as HACS does not have the resources to run them, given a stated forecast deficit of £24k even with a grant of £70k.

In terms of mitigation, therefore, it would be open to the authority's youth services to negotiate an alternative direct arrangement to deliver such services or to consider delivery in other ways perhaps through other partners, should HACS choose to continue to link the two and then withdraw. It would also be possible for HACS to reprioritise its core activities to release capacity to enable it to look for external funding.

Notwithstanding the above, given that HACS have linked the closure directly to the awarding of the core grant it is considered appropriate to assess the impact as described by HACS.

Who is accountable? E.g. Head of Service or Corporate Director

Kevin Byrne, Head of Policy and Partnerships

Date assessment completed and approved by accountable person

February 2016

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer, Equality and Diversity

A.1) What are the main aims and intended benefits of what you are assessing?

The three groups affected are:

- I. Closure of Wednesday Youth club as of 30th April 2016 - currently supporting 25 young people per week
- II. Closure of Thursday Youth club as of 30th April 2016 - currently supporting 30 young people per week
- III. Closure of Charville Youth club as of 31st March 2015 - currently supporting between 12 and 15 young people per week

The first two are run in partnership with the Council's youth service and data on those attending these two clubs has been used to compile this assessment. Data on service users attending the third club at Charville is not fully known to the authority as it is led by HACS themselves. It is clear that the young people will have autism and other learning difficulties.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

The equality breakdown of the young people who have been identified as being potentially affected by the proposals is as follows:

Gender

Male	Female
41	14

Age
13-18 years old

Ethnicity

White British	43
Asian British	8
Black African	4

Disability

All the young people have autism as well as other additional support needs.

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Young people who attend the youth clubs	To ensure that there is a youth club provision available to them if required, with appropriate support for their disability.
Parents of the young people who attend the youth clubs	To ensure that there is a youth club provision available to their children if required, with appropriate support for their disability.
Head of Green Spaces, Sport and Culture	To ensure that there is a youth club provision available to the young people identified if required, with appropriate support for their disability.
Head of Policy and Partnerships	To ensure that there is a youth club provision available to the young people identified if required, with appropriate support for their disability. To ensure that the Corporate Grant programme is providing value for money to Hillingdon residents.
Chief Executive	To ensure that there is a youth club provision available to the young people identified if required, with appropriate support for their disability. To ensure that the Corporate Grant programme is providing value for money to Hillingdon residents.

Cabinet Member for Community, Commerce and Regeneration	<p>To ensure that there is a youth club provision available to the young people identified if required, with appropriate support for their disability.</p> <p>To ensure that the Corporate Grant programme is providing value for money to Hillingdon residents.</p>
Leader of the Council and Council Cabinet	<p>To ensure that there is a youth club provision available to the young people identified if required, with appropriate support for their disability.</p> <p>To ensure that the Corporate Grant programme is providing value for money to Hillingdon residents.</p>

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

The proposals will potentially affect all the young people who attend the youth clubs, 100% of whom have autism and the majority of whom are White British boys aged 13-18.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓ NO YES

HACS were consulted on the proposal to award a grant of £40k and their response letter is provided at appendix A. There was no other consultation or engagement activity undertaken as a direct result of this assessment.

The letter outlines that the reduction in the grant would lead to closure of three youth club provisions, the impact of which is being assessed as part of this process.

B.3) Provide any other information to consider as part of the assessment

Legal context

The Council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010)

Financial context

Since 2010, the Business Improvement Delivery (BID) programme has driven transformation across the Council, reducing costs and improving efficiency to ensure we continue to deliver high quality services that put residents first. During this period over £84m of savings have been achieved.

Through sound financial management, the Council remains in a very strong financial position. However, going forward, we will continue to face very tough financial challenges with funding from Government being significantly reduced year on year, making the savings increasingly harder to achieve.

Following on from £12.8m savings delivered in 2014/15, the budget for 2015/16 contains a further £10m of savings and our latest projections estimate that Hillingdon will need to achieve further savings of around £59m over the subsequent 5 years. By 2015/16 the funding Hillingdon receives from Central Government will have been cut by over 50% since the Comprehensive Spending Review in 2010.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
White British boys aged 13-18 with autism	<p>The proposals will have a potentially negative impact on White British boys aged 13-18 with autism.</p> <p>In order to mitigate this potential impact, the Council will review its options to continue to provide a service for those affected. It may be possible to create some provision in house or to partner in a different way. Doing so is likely to require investment in training and increased capacity.</p>

C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
N/A	

D) Conclusions

The conclusion of this assessment is that the decision to set Corporate Grant funding for 2016-17 to HACS at £40k may have a potentially negative impact on the young people who attend the youth clubs.

The data shows that 100% of the young people potentially affected have autism and the majority of who are White British boys aged 13-18.

In order to mitigate this potential impact, the Council will review its options to continue to provide a service for those affected. It may be possible to create some provision in house or to partner in a different way. Doing so is likely to require investment in training and increased capacity.

Signed and dated:..... *Kevin Byrne.....February 2016.....*

Name and position:... Kevin Byrne, Head of Policy and Partnerships