



# City of Edinburgh Council

## Record of Equality and Rights Impact Assessment

### Part 1: Background and Information

#### (a) Background Details

Please list ERIA background details:

**ERIA Title and Summary Description: The potential impacts of ceasing contractual funding to ELREC**

Service Area	Division	Head of Service	Service Area Reference No.
Corporate Governance / Edinburgh Partnership	People and Organisation	Linda Holden	tbc

#### (b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
<p>The Council and its partners wish to establish a new three year grant arrangement to advance the work of a new equality and rights network. The grant for the period 2015-18, will utilise £40,000 p.a. from the current Corporate Governance commitment to equalities and rights work, which currently stands at £60,000 p.a.</p> <p>The decrease of £20,000 of investment in this policy area will contribute to the BOLD savings target (which require a 10% saving over 2015-18 period) for payments to third parties. The saving equates to a 9.3% reduction in Corporate Governance payments to third parties.</p> <p>Partner agencies are also contributing £5,000 p.a. for this new network for each year, leading to an overall investment package of £45,000 p.a. A separate equality and rights impact assessment is being undertaken as a result of proposals to establish this new network. (include link here)</p> <p>The corporate governance service provides investment to three other third parties (Edinburgh Voluntary Organisations Council (EVOC), Volunteer Centre Edinburgh (VCE) and Nourish. Reductions in grant from these organisations was deemed inappropriate on this occasion, due to the following factors; (i) the importance of VCE and EVOC to third sector infrastructure, progressing COMPACT 10, new COMPACT strategy, and the</p>	February 2014

Policies and Services	Date ERIA commenced
<p>city's volunteering strategy, (ii) the importance of VCE and EVOC to the city's Cooperative Capital Framework, and specifically the efforts to enhance co-production with communities and service users, (iii) the importance of VCE and EVOC to the Edinburgh Partnership and the production of a new Community Plan 2015/18 and (iv) the importance of EVOC and VCE in providing support and advice to a wide range of third sector groups working on advancing equality and rights.</p> <p>In addition, no reductions to Nourish were proposed as their involvement in the delivery of the Edible Edinburgh sustainable food strategy was also considered critical at this time.</p> <p>The decision to identify grant monies to support the operational objectives of the new equalities and rights network will be taken on the 10 February 2015 at the Council's Communities and Neighbourhoods Committee.</p> <p>Alongwith other organisations in the city, ELREC can apply for the new grant. If their application is successful, support for the new network will be £15,000 p.a. less than the current corporate governance contract for equalities and rights work (£60,000 p.a.) Should ELREC not submit an application, or be unsuccessful with an application, the organisation will accommodate an reduction of income by £60,000 p.a.</p> <p>The council is undertaking a review of performance relating to the current (£60,000) ELREC contract for 14/15 and may dependent on the results of this assessment, choose not to renew the contract beyond the conclusion date of 31 March 2015 due to the new network's distinctive service requirements.</p> <p>This ERIA delineates the potential impacts of reductions in funding as a result of the decision to establish a new network, or to cease the current contract as a result of the service review.</p>	

**(c) When is it due to be reviewed?** (insert furthest away date if question relates to a number of review dates)

**(d) ERIA Team**

Please list all ERIA Team Members:

Name	Organisation / Service Area
Nick Croft	The City of Edinburgh Council
Pamela Roccio	The City of Edinburgh Council

Name	Organisation / Service Area

## Part 2: Evidence and Impact Assessment

### (a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
Written correspondence to Nick Croft - 27 October 2014	
Written complaint to Linda Holden - 9 January 2014	
Quarterly ELREC contract progress reports submitted to the Council	
ELREC newsletters	
ELREC annual reports	
ELREC SLA review	

### (b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- ☐ Life
- ☒ Health
- ☐ Physical security
- ☒ Legal security
- ☒ Education and learning
- ☒ Standard of living
- ☒ Productive and valued activities
- ☐ Individual, family and social life
- ☒ Identity, expression and respect
- ☐ Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Summary of Enhancements of Rights

Corporate Governance funding can be maintained for Volunteer Centre Edinburgh, Nourish and Edinburgh Voluntary Organisations Council for 2015/16 as the £20,000 proposed saving from the development of the new EaRN meets 9.3% savings targets required by BOLD.

All the positive benefits that may accrue from the establishment of the EaRN which are identified in the EaRN ERIA.

#### Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

The health of ELREC Board, staff and volunteers may be negatively affected as a result of the contract review and any related reductions in funding.

ELREC provides support to some individuals who may suffer illegal discrimination, harassment or victimisation. Reductions in funding may affect their ability to maintain service provision levels.

ELREC provides support to some individuals who are in education or training. Reductions in

funding may affect their ability to maintain service provision levels.

There would be negative impacts on ELREC staff whose costs are specifically met by the council contract, where the contract is not continued, or where the organisation is unsuccessful in identifying other sources of funding to maintain and cover core employee costs.

ELREC identify that any reductions in funding would result in damage to community relations.

### (c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- ☐ Age
- ☐ Disability
- ☐ Gender identity
- ☐ Marriage / civil partnership
- ☐ Pregnancy / maternity
- ☐ Race
- ☐ Religion / belief
- ☐ Sex
- ☐ Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Positive Impacts

None identified other than those deriving from the positive benefits of establishing the new equality and rights network and maintaining investment in VCE and EVOC.

Establishment of the new network will ensure that groups with protected characteristics will continue to receive support via Council resourcing. The organisation is however in receipt of funding from other public bodies, for example; Big Lottery Fund, Climate Challenge Fund, Scottish Government, etc.

#### Negative Impacts

Current contract costs contribute to the ELREC Manager, administration and premises costs. Reductions in funding may reduce the organisation's ability to support other staff or volunteers to provide services to tackle discrimination, harassment and victimisation and their ability to generate other forms of income.

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Positive Impacts

None identified other than those deriving from the positive benefits of establishing the new

equality and rights network and maintaining investment in VCE and EVOC.

### **Negative Impacts**

The current ELREC contract requires ELREC to provide strategic support services to community planning partnerships and organisations in the City, deliver internal organisational objectives relating to membership, and provide support services to equality community and third sector groups. The funding does not relate to the delivery of services to vulnerable clients, consequently any reductions in funding are unlikely to lead to direct negative impacts on vulnerable client's equality of opportunity. However, council funding does provide for core management and premises costs and therefore there may be indirect impact on other funded services within the organisation and its partners.

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

### **Positive Impacts**

### **Negative Impacts**

ELREC identify that any reductions in funding would result in damage to community relations

## Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

### (a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
ELREC have had the opportunity to contribute to the contract review	The organisation has chosen to not engage with the contract review process following a number of discussion opportunities with the Board and Chairperson in the last 6 month period. The organisation has cited their dissatisfaction with the review methodology as the basis for their disengagement and related complaints in the contract review.

### (b) Recommendations

Please record SMART recommendations which may include actions to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts.
- (iv) Further advance equality and rights and promote good relations

Recommendation	Responsibility of (name)	Timescale
That further work is undertaken directly with ELREC to ensure the mitigation of any negative impacts on staff, volunteers or vulnerable service users, including referral to other service providers, employment or volunteering opportunities, if funding reductions do take place.	City of Edinburgh Council	April-June 2015
ELREC are clear on the application process for the new grant for the EaRN	City of Edinburgh Council	Circulation of information on the Compact and CEC websites from 16 February - 24 March 2015
Members of the EaRN are included within the EaRN Board to ensure that scrutiny and oversight of public bodies' performance	EaRN Board	June 2015 onwards
That regular communication and engagement takes place with equalities and rights community leaders to ensure community relations are not damaged as a result of any potential reductions in funding	City of Edinburgh Council and EaRN Board	June 2015 onwards

That ELREC members are invited to join the new EaRN following establishment of the service	City of edinburgh Council and EaRN Board	June 2015 onwards
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**(c) Sign Off**

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

<b>Date</b>	<b>Sign Off (print name and position)</b>	<b>Reason for Sign Off</b> (please indicate which reason/s from list (i) to (vi) above)
March 2015	Nick Croft, Corporate Policy and Strategy Manager	