

## Equality Assessment (EA)

<b>Service Area:</b>	Business Services
<b>Name of service/ function/ policy/ project being assessed:</b>	Delivery of the Royal Borough of Windsor and Maidenhead (RBWM) into the company
<b>Officer leading on assessment:</b>	Joel Hartfield, Associate Director for Business Development and Communications
<b>Other staff involved:</b>	Henry Kilpin, Head of Strategy and Programmes

### BACKGROUND

#### 1. Briefly describe the service/ function/ policy/ project:

In late 2016, Kingston and Richmond Councils (the founding owners of AfC) agreed to admit the Royal Borough of Windsor & Maidenhead (RBWM) into the company as a third co-owner.

Following this decision, a programme was set up to manage the admission of RBWM's children's services into AfC, by the deadline of August 1, 2017.

#### 2. Why is the equality assessment being undertaken?

This equality assessment is being undertaken to assess any differential impact on each of the protected characteristic groups arising from the admission of RBWM's children's services into AfC.

It should be noted that this equality assessment does **not** assess RBWM's original decision to join AfC. Assessing the equality impact of this decision would be the responsibility of the Council.

#### 3. What sources of information have been used in the preparation of this equality assessment? (e.g national research, local needs assessment, user feedback) Please provide the details in the table below:

<i>Information source</i>	<i>Description and outline of the information source</i>
Project Board papers	Papers for the Board of officers overseeing the admission of RBWM into AfC.
Contract specification	Contract specification setting out the terms of RBWM's admission into AfC, and the requirements of AfC in delivering children's services on behalf of the Council.

### ANALYSIS OF IMPACT

#### 4. Assess the relevance of each protected characteristic group to the service/ function/ policy/ project and explain what the data, customer feedback, complaints or discussions with stakeholder groups tells you about the impact.

**Other questions to consider:**

- *How well are diverse needs met?*

- *Have any differences in access to services/functions been identified for any group?*
- *Has the area identified any disadvantages experienced by groups, which need to be addressed?*
- *Have there been any complaints about a failure to receive an appropriate and fair service?*
- *Is there any other evidence of differential impact or different outcomes which needs to be addressed?*
- *Is there any evidence that participation in areas of public life is disproportionately low for any particular relevant protected characteristic group?*
- *Have the needs of disabled people been identified and addressed where these are different from the needs of non-disabled people?*
- *Have you identified any need to tackle prejudice or promote understanding between different relevant protected characteristic groups?*

*Remember that equality assessment is not simply about identifying and removing negative effects of discrimination but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.*

<b>Protected Group</b>	<b>Findings</b>
<b>Age</b>	We consider there to be low impact on this protected group.  AfC will provide services to children and young people from birth to 19 (and up to 25 for care leavers and young people with special educational needs or disabilities). AfC is contracted to fulfil RBWM’s statutory obligations towards children and young people.
<b>Disability</b>	We consider there to be low impact on this protected group.  AfC will provide services to children and young people with special educational needs or disabilities (SEND) from birth to 25. AfC is contracted to fulfil RBWM’s statutory obligations towards children and young people with SEND.
<b>Gender (Sex)</b>	We consider there to be low impact on this protected group.
<b>Gender reassignment</b>	We consider there to be low impact on this protected group.
<b>Marriage and civil partnership</b>	We consider there to be low impact on this protected group.
<b>Pregnancy and maternity</b>	We consider there to be low impact on this protected group.
<b>Race/ethnicity</b>	We consider there to be low impact on this protected group.

<b>Religion and belief including non-belief</b>	We consider there to be low impact on this protected group.
<b>Sexual orientation</b>	We consider there to be low impact on this protected group.

**5. Summarise the key findings of the equality assessments of impact- have you identified any data gaps in relation to the relevant protected characteristics and relevant parts of the duty?**

***Other questions to consider:***

- ***Are there findings of unlawful discrimination?***
- ***Can you address any identified adverse impact?***
- ***Can you mitigate any negative impact?***
- ***Please provide rationale if you are unable to address any adverse impact.***
- ***Have you identified any ways of advancing equality in this area? For example, meeting diverse needs?***
- ***Is there a need for any actions to promote understanding between different protected groups?***

The project oversees the admission of RBWM’s Children’s Services into AfC. Under the terms of the admission, AfC will be commissioned to deliver the same level of services as the Council was previously. AfC will also be subject to the same public sector equality duty as the Council.

AfC will continue to carry out Equality Assessments of our key projects and programmes, and RBWM services will be included in AfC’s annual equalities reporting. AfC will also attend Council equality forums as required.

For these reasons, it is not anticipated that the admission of RBWM’s Children’s Services into AfC will have a significant impact on protected groups.

**CONSULTATION**

**6. What consultation have you undertaken with stakeholders or critical friends about the key findings? What feedback did you receive as part of the consultation?**

Consultation around equalities duties and responsibilities was carried out with the Council during the development of the contract and specification, leading up to August 1 2017.

**ACTION PLANNING**

**7. What issues have you identified that require action?**

<b><i>Issue identified</i></b>	<b><i>Planned action</i></b>	<b><i>Lead officer</i></b>	<b><i>Completion Date</i></b>
Ensuring AfC meets the public sector equality	RBWM will be included in the AfC annual	Henry Kilpin, Head of Strategy and Programmes	From August 2017 onwards

duty requirements in RBWM	equalities report from 2017-18.		
---------------------------	---------------------------------	--	--

## MONITORING AND REVIEW

**8. How will the actions identified above be monitored and reviewed and where will the actions be captured i.e. Business Plan, project plan, service and improvement plan, service plan poster or Personal Development Plan?**

RBWM will be included within the AfC annual equalities report which will set out the AfC approach to demonstrating how the company meets the public sector equality duty, equality achievements, equality objectives and the equality assessment schedule for the coming years.

## PUBLISHING THE COMPLETED ANALYSIS

**When completed, the equality assessment should be approved by a member of AfC Management Team and published on the Achieving for Children website. Please provide details below:**

<b>Approved by</b>	Ian Dodds, Deputy Chief Executive
<b>Date of approval:</b>	June 2018
<b>Date of publication:</b>	July 2018