

Budget Proposals 2013/14: Major Decision: Business Unit: Families

Combined Impact Assessment: Full assessment

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Full Impact Assessment has been developed as a tool to enable business units to fully consider the impact of proposed major decisions on the community. As a council we need to ensure that we are able to deliver the savings that we need to make from the 1st April and be able to justify our decisions through any legal challenge.

This full assessment, combined with the initial review, will evidence that you have fully considered the impact of your proposed changes and carried out appropriate consultation on those changes with the key stakeholders. The Combined Impact Assessment will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Name: Gail Rogers

Position: Service Manager

Business Unit: Localities

Department: Volunteers Service

Date Commences: 08/11/12

Date: 30.1.13

Summary from Overall Proposal

Proposals – Outline	Savings 2013/14		Implementation Cost Include brief outline + year incurred	Delivery In place 01/04/13 If earlier or later state date	Risks / impact of proposals <ul style="list-style-type: none"> Potential risks Impact on community Knock on impact to other agencies 	Type of decision*		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Restructure how volunteering services are managed across the service		32			<ul style="list-style-type: none"> There is a small risk that in the short term there could be a reduction in numbers of volunteers. We will work with the volunteers in this service to ensure they are informed of the proposals and our new volunteering strategy 	X		

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	The proposal brings together existing services that recruits and trains volunteers within Childrens Services into a single service to improve quality and reduce costs.
2.	Who is intended to benefit / who will be affected?	<ul style="list-style-type: none"> Young people and families in Torbay Staff Volunteers
3.	What is the intended outcome?	A more efficient volunteering service where volunteers will be managed by one manager. This manager will be responsible for co-ordinating their activities

No	Question	Details
		Ability to bring together a wider pool of volunteers to meet the diverse needs of families.

Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
4.	Have you considered the available evidence?	<p>There are approximately 80 volunteers currently used across Childrens Services. The volunteers currently provide support to vulnerable families, provide support to young people, support youth work sessions and facilitate Referral Order Panels for the Youth Offending Team</p> <p>The restructure will not reduce the number of volunteers or volunteering opportunities.</p> <p>Across Torbay, the number of children and young people aged 0 – 19 has decreased from 29,000 in 2001 (Census, ONS) to 27,700 in 2011 (Census, ONS).</p> <p>There are communities and neighbourhoods across Torbay which are ranked as some of the most deprived areas nationally (Indices of Multiple of Deprivation, 2010, DCLG). Children living in these areas are more likely to be living in poverty, have lower levels of educational attainment and may be more exposed to risk taking behaviours (Joint Strategic Needs Assessment for Torbay, 2012)</p>

No	Question	Details
5.	How have you consulted on the proposal?	<p>There is no identifiable change / reduction in service delivery at this current time, so no formal consultation is required with service users on this specifically.</p> <p>Staff will be consulted on this proposal through the Council's formal Human Resources (HR) policies.</p> <p>Volunteers will be notified of the change in management structure once appointments are made. Volunteers will be involved in the recruitment of the new coordinator.</p>
6.	Outline the key findings	Staff feedback on these proposals will be considered through the formal HR policies.
7.	What amendments may be required as a result of the consultation?	As there is no change in the service delivery, no formal consultation is required with service users. Any amendments necessary through the HR processes will be incorporated as appropriate.

Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally		There is a small risk that in the short term there could be a reduction in numbers of volunteers. We will work with the volunteers in this service to ensure they are informed of the proposals and our new volunteering strategy	
	Older or younger people	Improved efficiency of management and a wider range of volunteering opportunities	There is a small risk that in the short term there could be a reduction in numbers of volunteers. We will work with the volunteers in this service to	There is no identifiable change / reduction in service delivery

No	Question	Details	
			ensure they are informed of the proposals and our new volunteering strategy
	People with caring responsibilities	Improved efficiency of management and a wider range of volunteering opportunities, which may see an increase in the support provided for families with caring responsibilities	There is a small risk that in the short term there could be a reduction in numbers of volunteers. We will work with the volunteers in this service to ensure they are informed of the proposals and our new volunteering strategy
	People with a disability	Improved efficiency of management and a wider range of volunteering opportunities, which may see an increase in the support provided for people with disabilities.	There is a small risk that in the short term there could be a reduction in numbers of volunteers. We will work with the volunteers in this service to ensure they are informed of the proposals and our new volunteering strategy
	Women or men		There is no differential impact as a result of this proposal.
	People who are black or from a minority ethnic background (BME)	Will be a broader available pool of volunteers and greater opportunity to match cultural and identity needs.	There is no identifiable change / reduction in service delivery
	Religion or belief (including lack of belief)	As above.	
	People who are lesbian, gay or bisexual	As above.	
	People who are transgendered	As above	
	People who are in a	As above	

No	Question	Details		
	marriage or civil partnership			
	Women who are pregnant / on maternity leave			There is no differential impact as a result of this proposal.
	Socio-economic (including child poverty)			There is no identifiable change / reduction in service delivery
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and/or foster good relations?	The proposal will support the construction of a new volunteering strategy that is able to promote equality of opportunity through offering broader opportunities and training for volunteers; also better matching of volunteer to service user and the possibility of meeting diversity needs.		

Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	<p>The proposal will support the construction of a new volunteering strategy that is able to promote equality of opportunity through offering broader opportunities and training for volunteers; also better matching of volunteer to service user and the possibility of meeting diversity needs.</p> <p>By bringing the services together under one management structure there will be a wider pool of volunteers to support families.</p>
11.	Summarise any negative impacts and how these will be managed?	<p>There is a small risk that in the short term there could be a reduction in numbers of volunteers. We will work with the volunteers in this service to ensure they are informed of the proposals and our new volunteering strategy will include a section in relation to recruitment which will include targets.</p>

Section 4: Recommended course of action

No	Action	Details
12.	<p>State a recommended course of action</p> <p>[please refer to action plan]</p>	<p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken. Reasons for this identified above.</p> <p>It is recommended that this proposal is implemented.</p>

Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	Review of demand for volunteer service alongside Child's Journey levels of need.

Action plan

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	Review demand for service aligned to levels of need document and requests for service.	Ensure service is sufficient for demand.	Sufficient current resources	Co-ordinator together with senior management	June 2013
2	Review profile of volunteers with reference to equalities categories and regard for increasing representation from within equalities categories.	Ensure profile of volunteers meet needs of profile population.	Sufficient current resources	Co-ordinator together with senior management	Sept 2013