

EQUALITY IMPACT ASSESSMENT

STRATEGY/ACTION: Cease DAD rent support	Department: Place
Person responsible for assessment: Mary Hall Person responsible for strategy where different from above: John Anderson	Date of assessment: January 2012

Brief description of strategy, partners and those who will be affected by its delivery:

The Council agreed last year to move all voluntary sector organisations to a commercial rent basis. A number of third sector organisations are based in Council property and the rents they pay had been set historically. Some organisations paid full commercial rent, but DAD had a rent subsidy linked into the shop mobility contract. Whilst phasing out this subsidy over time will provide savings, the key reason for doing so is that it will put in place a fairer system to all of the sector, not just those in our buildings, but across the sector as a whole. **Removing rent subsidy will be at a phased rate of 10% in year 1, further 15% in year 2, a further 25% in year 3 and complete removal in year 4. This will remove £28k rent subsidy from DAD by 2015/2016 commencing with £2,800 in 2012/13, £6,500 in year two £12,000 in year 3 and total removal in year 4. This is phased at the same rate that other voluntary sector rents were phased following agreement of last years cabinet paper.**

Mitigation will be through robust implementation of 'full cost recovery' for contracts in the future which is a Compact principle. It is proposed to remove rent subsidy over a period of four years to allow for full cost recovery to be implemented on a contract-by-contract basis. It will also allow time for the

Introduction

This is a generic document that will require interpretation in particular circumstances. If, after reading the guidance, you require further information on how to implement the assessment, please contact Peter Roberts, Social Enterprise Development Manager

Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Equality Act 2010 Protected characteristics:				
Age	√		The proposal will not have a specific impact on other protected characteristics except for the possible reduction of access to information if the services are re-located to other areas. This impact will depend upon the options that DAD make linked to their business planning but the local authority will work with them if requested to do so to explore other options.	
Disability	√			
Gender reassignment	√			
Pregnancy and Maternity	√			
Race	√			
Religion or belief	√			
Sex	√			
Sexual orientation	√			
Marriage and Civil Partnership	√			
Local Priorities:				
Geographical impacts	√			
Carers		√		
Young People leaving care		√		

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Gypsies & Travellers		√		
Refugees & Asylum Seekers		√		
Unemployed or low income	√			
People with spent criminal convictions		√		

Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?

Yes	
No	√

The strategy associated with this service area does not treat any group differently apart from disabled people and a DEIA has been completed for this protected characteristic.

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

Not applicable

(b) What needs to be done to prevent any potentially adverse impact?

Partnership working to look at options for information sharing elsewhere in the town and in other locations.

Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)

Yes	√
No	

If you have answered 'yes', please give examples of how equality is promoted.

This brings subsidy for DAD in line with that of other organisations in the voluntary and community sector..

Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	√		<p>This service area was also subject to a budget proposal in 2010/2011 financial year and was widely consulted.</p> <p>Consultation events have taken place as part of the 2011/2012 MTFP budget consultation events, these include;</p> <ul style="list-style-type: none"> • Public consultation events specifically targeted for disabled, young people and older people • Town Crier publications • Online forums • Talking Together Events • Staffing road shows and internal communications to employees • Attendance at local community groups and action groups (i.e. DAD) 	
Disability	√			
Gender reassignment	√			
Pregnancy and Maternity	√			
Race	√			
Religion or belief	√			
Sex	√			
Sexual orientation	√			
Marriage and Civil Partnership	√			
Geographical impacts	√			
Carers	√			
Young people leaving care	√			
Gypsies & Travellers	√			
Refugees & asylum seekers	√			

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Unemployed or low waged	√			
People with spent criminal convictions	√			