

## Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

**Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact [acesstoservices@swansea.gov.uk](mailto:acesstoservices@swansea.gov.uk).**

|   |
|---|
| <b>Where do you work?</b>                             |
| Service Area: Adult Prosperity and Well-Being Service |
| Directorate: People                                   |

**(a) This EIA is being completed for a...**

|                          |                          |                                     |                          |                          |                          |
|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| Service/<br>Function     | Policy/<br>Procedure     | Project                             | Strategy                 | Plan                     | Proposal                 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**(b) Please name and describe below...**

Legacy Fund proposal

The Welsh Government funded Communities First programme is being phased out during 2017/18. The Welsh Government have established a Legacy Fund to maintain the most effective aspects of the Communities First programme to support the development of resilient communities. The indicative allocation for Swansea is £537,067 per annum for the financial years 2018/19 and 2019/20, this is a 73% reduction in the current programme budget.

The Legacy Fund proposal is to continue funding, at a reduced rate, Third Party Delivery Partner activity and five directly delivered initiatives to replace the current ten Communities First projects. Details are below:

Proposed Legacy Fund Initiatives

Third Party Delivery Activity:

Bonymaen Kids Play Initiative (BKPI) –  
After school homework club and school holiday provision

Faith in Families –  
Work placements and training in childcare  
Parenting Support – High Scope Play Group  
After School / Holiday Club  
Improving Adult Life Skills / Experience, Empowerment and Education  
Healthy Attitudes

Directly Delivered Activity:

Single Employment Support Offer  
Welfare Benefits  
Digital Inclusion  
Financial Inclusion  
Employment Skills routes linked to growth sectors

The below table outlines the current Communities First initiatives and where this is being covered by the proposed Legacy Fund initiative or other provision.

| <b>Communities First Current Initiative</b> | <b>Activities</b>   | <b>Future Provision</b>  |
|---|---|--|
| Employment Support Project                  | Helping people develop employment skills and find work  | <ul style="list-style-type: none"> <li>• Swansea Working Mentor support (C4W, Employment Grant, Workways, Cam Nesa etc)</li> <li>• Beyond Bricks and Mortar</li> <li>• <b>Legacy Fund</b> Single Employment Support Offer</li> <li>• <b>Legacy Fund</b> Employment Skills support</li> </ul> |
| Financial Inclusion Project                 | Increasing household income and reducing debt   | <ul style="list-style-type: none"> <li>• <b>Legacy Fund</b> Welfare Benefits support</li> <li>• <b>Legacy Fund</b> Financial Inclusion support</li> </ul>  |
| Adult Community Learning                    | Lifelong learning in communities  | <ul style="list-style-type: none"> <li>• <b>Legacy Fund</b> Employment Skills support</li> <li>• Adult Community Learning</li> </ul>   |
| Steps to Employment                         | Skills audit to develop individual progression plans  | <ul style="list-style-type: none"> <li>• Swansea Working Mentor support</li> </ul>   |
| TecNet-working Project                      | Enabling access to services through Digital Inclusion   | <ul style="list-style-type: none"> <li>• <b>Legacy Fund</b> Digital Inclusion support</li> <li>• Swansea Working Mentor support</li> <li>• Get Swansea Online support</li> </ul>   |
| Count on Me Project                         | Promoting Volunteering and Supporting People through an asset based approach                              | <ul style="list-style-type: none"> <li>• Local Area Coordinators</li> <li>• Third Sector Compact Agreement</li> </ul>  |
| Zooming In Project                          | Increasing engagement in community activities   | <ul style="list-style-type: none"> <li>• Local Area Coordinators</li> </ul>  |
| Let It Go Project                           | Promoting engagement by providing health and wellbeing activities   | <ul style="list-style-type: none"> <li>• <b>Legacy Fund</b> Employment Skills support</li> <li>• Adult Community Learning support</li> </ul>   |
| Creative Engagement Project                 | Providing platforms for people to participate and evolve through the medium of arts, culture and heritage | <ul style="list-style-type: none"> <li>• Adult Community Learning support</li> <li>• Fusion Programme support</li> </ul>   |
| Leaping Forward Project                     | Engagement with existing community groups to increase participation and lead to sustainability            | <ul style="list-style-type: none"> <li>• Third Sector Compact Agreement</li> </ul>   |
| High Scope Parent and Toddler               | Parental support, parenting skills and learning opportunities for children                                | <ul style="list-style-type: none"> <li>• <b>Legacy Fund</b> Third Party Delivery</li> </ul>  |
| After School club and Play Scheme           | Opportunities for children to have opportunities to learn, develop and grow at their own pace             | <ul style="list-style-type: none"> <li>• <b>Legacy Fund</b> Third Party Delivery</li> </ul>  |

|                             |   |   |
|-----------------------------|---|---|
| Healthy Attitudes           | Opportunities for parents to learn cookery skills and manage budgets better                         | • <b>Legacy Fund</b> Third Party Delivery |
| Work Placements             | Work placements at family centres for young people  | • <b>Legacy Fund</b> Third Party Delivery |
| Improving Adult Life Skills | Faith in Family service users attending courses to up skill, promote confidence and find motivation | • <b>Legacy Fund</b> Third Party Delivery |
| Homework Club               | After school homework club to provide childcare and education support                               | • <b>Legacy Fund</b> Third Party Delivery |

**(c) It was initially screened for relevance to Equality and Diversity on**

**(d) It was found to be relevant to...**

- |                                    |                                     |                                  |                                     |
|------------------------------------|-------------------------------------|----------------------------------|-------------------------------------|
| Children/young people (0-18) ..... | <input checked="" type="checkbox"/> | Religion or (non-)belief.....    | <input type="checkbox"/>            |
| Any other age group (18+).....     | <input checked="" type="checkbox"/> | Sex.....                         | <input type="checkbox"/>            |
| Disability .....                   | <input type="checkbox"/>            | Sexual orientation .....         | <input type="checkbox"/>            |
| Gender reassignment .....          | <input type="checkbox"/>            | Welsh language .....             | <input type="checkbox"/>            |
| Marriage & civil partnership ..... | <input type="checkbox"/>            | Poverty/social exclusion.....    | <input checked="" type="checkbox"/> |
| Pregnancy and maternity.....       | <input type="checkbox"/>            | Carers (inc. young carers) ..... | <input type="checkbox"/>            |
| Race .....                         | <input type="checkbox"/>            | Community cohesion .....         | <input checked="" type="checkbox"/> |

**(e) Lead Officer**

**Name:** Amy Hawkins

**Job title:**

Adult Prosperity and Well-Being Service Manager

**Date** 15/11/17

**(f) Approved by Head of Service**

**Name:** Rachel Moxey

**Date** 20/11/17

## Section 1 – Aims (See guidance):

### Briefly describe the aims of the initiative:

#### What are the aims?

The Welsh Government have established a Legacy Fund to maintain the most effective aspects of the Communities First programme to support the development of resilient communities. This proposal seeks to approve the continuation of key community support services that have been delivered through the Communities First programme whilst supporting the effective delivery of Employability Support in Delivery Areas (previously known as Communities First Clusters).

The Legacy Fund provides significantly less funding than the existing Communities First programme and, whilst there will be elements of the programmes support either directly delivered, delivered by Third Parties or covered by existing services, the overall level of support will be reduced. The Communities First programme offers intensive support through the current programmes which will not be maintained in all areas through the Legacy Fund. An example of this is the support offered through the 'Leaping Forward' programme to engage with existing community groups to increase participation and support with sustainability. Support to Third Sector organisations will still be offered, but through the Compact agreement which is a universal service and may not have the capacity or resource to offer the same service in the targeted Communities First areas.

It is proposed to use the fund in the following ways:

To tackle child poverty and mitigate the impact of adverse childhood experiences through the continuation of existing Communities First Third Party Funding arrangements.

To support the development of Stronger Communities through the most effective interventions with a focus on employment within the context of early intervention and prevention.

#### Proposed Legacy Fund Initiatives

Third Party Delivery Activity:

Bonymaen Kids Play Initiative (BKPI) –  
After school homework club and school holiday provision

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Financial Inclusion  
Employment Skills routes linked to growth sectors

This proposal responds to the identified needs and gaps in provision to meet those needs in the absence of Communities First Funding and the implementation of the new Communities for Work Plus programme.

The broad term outcomes of the proposal are:

- Tackling child poverty and adverse childhood experiences
- Supporting people to claim entitled benefits
- Supporting people to gain digital skills
- Supporting people to maximise income and reduce the impact of the poverty premium
- Supporting people to access appropriate learning opportunities that lead to sustainable employment and a sustainable local and regional economy.

The performance of Legacy Fund initiatives will be monitored through quarterly reporting to ensure that the intended outcomes are worked towards and met.

**Who has responsibility?**

The initiative has been developed by the Adult Prosperity and Well-Being Service (former Tackling Poverty Unit). The Adult Prosperity and Well-Being Service will be responsible for the implementation, monitoring and reviewing of the Legacy Fund.

**Who are the stakeholders?**

Delivery Area residents  
 Current Communities First Third Party Providers  
 Local Ward Members  
 Cabinet Member Stronger Communities  
 Staff  
 Future Delivery Partners  
 General Delivery Partners  
 Public Services Board  
 Welsh Government

**Section 2 - Information about Service Users (See guidance):**

**Please tick what information you know about your service users and provide details/ evidence of how this information is collected.**

- |                                    |                                     |                                  |                                     |
|------------------------------------|-------------------------------------|----------------------------------|-------------------------------------|
| Children/young people (0-18) ..... | <input checked="" type="checkbox"/> | Carers (inc. young carers) ..... | <input checked="" type="checkbox"/> |
| Any other age group (18+).....     | <input checked="" type="checkbox"/> | Race.....                        | <input checked="" type="checkbox"/> |
| Disability .....                   | <input checked="" type="checkbox"/> | Religion or (non-)belief.....    | <input checked="" type="checkbox"/> |
| Gender reassignment .....          | <input checked="" type="checkbox"/> | Sex.....                         | <input checked="" type="checkbox"/> |
| Marriage & civil partnership ..... | <input checked="" type="checkbox"/> | Sexual orientation .....         | <input checked="" type="checkbox"/> |
| Pregnancy and maternity.....       | <input type="checkbox"/>            | Welsh language .....             | <input checked="" type="checkbox"/> |

**What information do you know about your service users and how is this information collected?**

The above data is collected when participants engage with the Communities First. Data is also collected relating to other participation in programme activities. Participants reserve the right not to complete the 'about you form'.

Data is also collected in line with the agreed performance measures from the Communities First Framework.

Regular case studies have been completed to demonstrate the difference the programme has made to participants. The participant is required to agree to be involved in the development of the case study and for its use in relevant reports / publications.

### Any Actions Required?

The current Communities First programme delivery is supported by a Community Involvement Plan which outlines the engagement approach. The proposals within the Legacy Fund are a direct continuation of current delivery or revised activity which has programmes which have evolved from existing Communities First activities. Further consultation is planned with the Communities First team, local Members, Third Party delivery partners and PSB partners.

### Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

|                              | Positive                            | Negative                            | Neutral                             | Needs further investigation |
|------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-----------------------------|
| Children/young people (0-18) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>    |
| Any other age group (18+)    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>    |
| Disability                   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Gender reassignment          | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Marriage & civil partnership | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Pregnancy and maternity      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Race                         | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Religion or (non-)belief     | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Sex                          | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Sexual orientation           | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Welsh language               | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |
| Carers (inc. young carers)   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>    |

**Thinking about your answers above, please explain in detail why this is the case.**

The allocation of Legacy Funding in the absence of Communities First will not have a disproportionate impact on specific groups of protected characteristics. The proposed Legacy Fund allocation will have both a negative and positive impact in the context of the closure of the Communities First Programme. The level of resource available is significantly reduced having a negative impact across all Delivery Area residents. Whilst the introduction of the Legacy Fund will provide a level of support for Communities First Third Party providers to allow them to develop more sustainable ways of working while continuing to provide valuable community services that support local priorities. Residents of Delivery Areas will also benefit positively through targeted and specialist support that is available locally.

**What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view? Please provide details below.**

Initial proposals have been developed based on the knowledge of current demands and what works and future demand expectations. Consultation with service users and non-users will inform and influence the programme delivery and development during the implementation phase. The Community Involvement Plan will detail this work.

**Any actions required (to mitigate adverse impact or to address identified gaps in knowledge).**

- Continue to monitor the impact of the closure of the Communities First Programme
- Implement plans that mitigate any negative impact of the transition to Legacy Funding through adapting existing provision and working with key partners to fill the gap in provision where necessary.

**Section 4 - Other Impacts:**

**Please consider how the initiative might address the following issues.**

**You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).**

|  |   |
|--|---|
| <b>Foster good relations between different groups</b>              | <b>Advance equality of opportunity between different groups</b> |
| <b>Elimination of discrimination, harassment and victimisation</b> | <b>Reduction of social exclusion and poverty</b>                |

**(Please see the specific Section 4 Guidance for definitions on the above)**

**Please explain any possible impact on each of the above.**

Foster good relations between different groups & Advance equality between different groups:

The Legacy Fund will continue to support accessible and local support available locally in Swansea's most deprived communities. Through this funding, local services and facilities are able to provide environments where different groups are able to interact and develop good relations.

Elimination of discrimination, harassment and victimisation:

The implementation of the Legacy Fund proposal will not have a negative impact on discrimination, harassment or victimisation.

Reduction of social exclusion and poverty:

The Legacy Fund will support the continuation of the most effective activities delivered through the Communities First programme. The available budget is 27% of the existing

Communities First programme, however the employability themes from Communities First will be delivered through the Communities for Work Plus programme whilst the proposals for the allocation of Legacy Funding will support key Third Party projects and activity that mitigates the most prominent barriers to personal resilience and progression.

**What work have you already done to improve any of the above?**

The Legacy Fund will continue to directly support the reduction of social exclusion and poverty at a community level. The development of the Legacy Fund proposal for Swansea has considered the most effective elements of Communities First delivery in Swansea, the gaps that would be created in service and how the impact of these gaps would be mitigated.

**Is the initiative likely to impact on Community Cohesion? Please provide details.**

The implementation of the Legacy Fund proposal itself will support Community Cohesion through the development of a Community Involvement Plan which will apply to the delivery of the Legacy Fund and Employability Support in our most deprived communities.

We recognise that an overall reduction in available resources in comparison to the closing Communities First Programme means that we will have to enhance effective partnership working, staff knowledge and referral mechanisms to support community cohesion.

**How will the initiative meet the needs of Welsh speakers and learners?**

The Legacy Fund, along with Communities for Work and Communities for Work Plus will indirectly support the sustainability of community facilities that deliver Welsh learning opportunities locally. Welsh Government funded activity delivered by Swansea Council will adhere to Welsh language standards and policy.

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

- Development of a Community Involvement Plan
- Continuous engagement with service users and non-users will inform the most effective methods of delivery, identify gaps in service provision and barriers to participation

## **Section 5 - United Nations Convention on the Rights of the Child (UNCRC):**

**In this section, we need to consider whether the initiative has any direct or indirect impact on children. Many initiatives have an indirect impact on children and you will need to consider whether the impact is positive or negative in relation to both children's rights and their best interests**

Please visit <http://staffnet/eia> to read the UNCRC guidance before completing this section.

**Will the initiative have any impact (direct or indirect) on children and young people? If not, please briefly explain your answer and proceed to Section 6.**

Yes

**Is the initiative designed / planned in the best interests of children and young people? Please explain your answer.**

*Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will*



*affect children. This particularly applies to budget, policy and law makers.*

The Legacy Fund Proposal seeks to continue supporting key Third Party organisations that work with children and young people in Swansea’s most deprived communities, reducing the risk to the loss of these services. The significant reduction of available funding does however mean that these organisations will need to identify other ways of improving their sustainability in the future. It is proposed that the level of funding awarded to these organisations reduces over the next two financial years with a minimum reduction in year one while we support them to explore sustainability options.

The Legacy Fund will also focus on supporting income maximisation in areas of highest deprivation. This focus will have a positive indirect impact on reducing Child Poverty in Swansea.

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

●

## **Section 6 - Monitoring arrangements:**

**Please explain the arrangements in place (or those which will be put in place) to monitor this initiative:**

### **Monitoring arrangements:**

Financial and performance monitoring of the Legacy Fund will be in line with Welsh Government expectations and Swansea Council Poverty and Prevention Service performance monitoring.

**Actions:** Ensure that monitoring informs decision making.

## **Section 7 – Outcomes:**

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern

Outcome 2: Adjust the initiative – low level of concern

Outcome 3: Justify the initiative – moderate level of concern

Outcome 4: Stop and refer the initiative – high level of concern.

**For outcome 3**, please provide the justification below:

**For outcome 4**, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

## **Section 8 - Publication arrangements:**

**On completion, please follow this 3-step procedure:**

- 1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)**
- 2. Make any necessary amendments/additions.**
- 3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council’s website - this is a legal requirement.**

## Action Plan:

| Objective - What are we going to do and why? | Who will be responsible for seeing it is done? | When will it be done by? | Outcome - How will we know we have achieved our objective? | Progress |
|--|--|--------------------------|--|----------|
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|  |  |                          |  |          |
|  |  |                          |  |          |

\* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).