

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Information, Advice and Guidance grant
Please outline the proposal.	<p>In 2018, Bristol City Council redesigned its Information, Advice and Guidance (IAG) services. The initial grant was for 18 months, to allow BCC time to review its internal IAG offer with the aim to merge our internal and external IAG services. The internal review has been postponed indefinitely. This proposal is to secure future funding for our external IAG services. There are no planned significant changes to service design or funding. However, the proposal will need to be agreed by cabinet.</p> <p>The proposed funding is for £560,000 per annum for 3.5 years, a total of £1.9 million over the life of the grant.</p>
What savings will this proposal achieve?	This project is not looking to making savings. However, the funding plan will need to be agreed by Cabinet.
Name of Lead Officer	Katie Britten

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
<p>Please outline where there may be significant opportunities or positive impacts, and for whom.</p> <p>Services were redesigned in 2018 to ensure ease of access and clarity as to who to seek advice from for which issues. This means individuals should receive a more efficient service, which gives them the right information at the right time. This should improve outcomes for all citizens, including those with protected characteristics.</p> <p>The funding will continue to target an element of resource at specialist provision for citizens with a disability. This in recognition of the unique barriers and increased complexity these citizens come up against when seeking advice.</p> <p>The new service has only been operational for 9 months, however the feedback that has been collected so far positive. An integrated model of delivery has led to a coordinated</p>

and strategic response to the challenges created by limited resources. Case studies highlight work being done to support seldom heard from communities, people with disabilities, and older people who are isolated.

Please outline where there may be significant negative impacts, and for whom.

These services served our most vulnerable citizens in the City and we know from our Equalities data that they are more likely to have protected characteristics. We also know that people who have a protected characteristic are on low incomes. The intention of this grant funding is to widen the capacity of the advice network to ensure that more people can be reached. As such, we do not anticipate any adverse impact.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

The organisation/s that received funding may alter from the current grant recipients, which could have an impact on staff. This may provide employment opportunities for citizens with protected characteristics. However, this would be dependent on the organisation/s that received the grant and is not something that BCC would seek to influence.

Please outline where there may be negative impacts, and for whom.

The organisation/s that received funding may alter from the current grant recipients, which could have an impact on staff. This could result in reduction in posts and/or changes in working hours for employees with protected characteristics. However, this would be dependent on the organisation/s that received the grant and is not something that BCC would seek to influence.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No. A full EqIA was undertaken in August 2018, when the service was designed. The current proposals are to secure funding for the continuation of these services, and no significant changes are expected.

Service Director sign-off and date: 29/01/2020

Equalities Officer sign-off and date:
Reviewed by Equality and Inclusion Team
20/1/2020

