

# Equality Impact Assessment- Stage 2 Template

**Table 1: Defining the Policy**

<b>Title of Policy:</b>	Stop Grant Funding to Coalsnaughton Café Society
<b>Service:</b>	Strategy and Customer Services
<b>Team:</b>	Strategy and Performance
What is the purpose of the proposed policy or changes to established policy?  To cease annual grant funding for Coalsnaughton Café Society.	
Who is affected by the policy or who is intended to benefit from the proposed policy and how?  Members of the community that use the services provided by Coalsnaughton Café Society, and the organisation itself will be affected. The services predominantly provided by Coalsnaughton Café Society are:  Internet Café Youth Club and summer trips Social groups/meeting place  The hall is furthermore used for: School assemblies/events Keep fit Classes	
How have you, or will you, put the policy into practice? Who will be responsible for delivering it?  The Head of Strategy and Customer Services will have responsibility for implementation.	

**Table 2**

In the Stage 1 Screening you identified that the policy will impact on one or more of the protected characteristics.

What information do you have that tell you how this policy might have an impact.  
Key Questions:

- Will the impact of the proposes policy/function be the same or different for each group identified.
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?

- Are there any groups of people who are not taking up services?

<b>Protected Characteristic</b>	<b>What Evidence do you have and Consultation has been undertaken</b>
Age	<p>A meeting was held with Coalsnaughton Café Society as part of the budget consultation approach. This meeting was held on the 1<sup>st</sup> February, and informed the final equality impact assessment.</p> <p>We understand from discussions with Coalsnaughton Café Society that the main user age profile of services is women of working age who are unemployed and their children/families; and young people engaging with services delivered by the project. Around 30 primary school pupils attend the weekly youth club. The project offer occasional summer trips and the local school sometimes use the hall for larger scale events such as disco's.</p> <p>There are some older people engaging with the project, particularly through the café and some being assisted with using the computers.</p> <p>A wide range of age groups make use of the keepfit, Zumba and clubbercise classes.</p> <p>Some service providers use the project to engage with clients in Coalsnaughton (such as Clacksworks, adult mental health workers) although numbers are minimal.</p>
Gender	The project supports mainly women who can often be vulnerable, but this tends to be in an adhoc way ie through self organised support groups.

**Table 3: What is the impact on the protected characteristics identified?(see Step 3 of guidelines)**

<b>Protected Characteristic</b>	<b>Impact (H,M,L or U)*</b>	<b>Description of Impact</b>
Age	H	<p>The proposal is to cease funding to Coalsnaughton Café Society. The impact will affect mainly primary aged children who attend the weekly youth club.</p> <p>The impact is assessed at high given that this activity is the only of its nature in Coalsnaughton and the likely financial difficulties parents would have in accessing similar youth clubs elsewhere.</p> <p>The project has advised that they will close their doors in the short term in the event that funding is ceased.</p>

Gender	M	<p>The impact of the proposal will mainly affect working age women who are unemployed and potentially already vulnerable and affected by poverty.</p> <p>Social isolation will be the main impact.</p> <p>The impact is assessed at medium given the relatively small number of women engaging with the project and the potential option for them to self organise to meet elsewhere.</p> <p>The project has advised that they will close their doors in the event that funding is ceased.</p>
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**Table 4: Does the policy need to be changed?(see step 4 of Guidelines)**

Are there any changes?		
Protected Characteristic		Description
Age	Yes/ No	<p>A phased cessation of funding would limit the short term impact on service users, but it unlikely that would protect the longer term impact.</p> <p>The project is also linked with the status of the Coalsnaughton Hall which is part of a separate proposal and any long term future mitigations would need to consider both proposals.</p>
Gender	Yes/ No	<p>A phased cessation of funding would limit the short term impact on service users, but it unlikely that would protect the longer term impact.</p> <p>The project is also linked with the status of the Coalsnaughton Hall which is part of a separate proposal and any long term future mitigations would need to consider both proposals.</p>

**Approved by:**

<b>Name (Head of Service)</b>	Stuart Crickmar
<b>Date</b>	12 <sup>th</sup> December 2017 Updated 1 <sup>st</sup> February 2018