



South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance, [including a video on how to fill out EqIAs](#), is available on Insite or you can contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Emma Dyer
- 1.2 Team and Service:
Communities Team, Transformation
- 1.3 Title of proposal:
Mobile & Community Warden Scheme Grants
- 1.4 EqIA start date:
01/10/2024
- 1.5 Proposal implementation date:
01/10/2024
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
Kathryn Hawkes, Communities Team

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Other - Please specify
If other, please specify
Grant Scheme
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
Click or tap to enter a date.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

Mobile and Community Warden Schemes (known as MWS and sometimes called Community Care Schemes) have been set up in South Cambridgeshire to support older people to live independently in their homes and in the community they know, and which knows them. Schemes provide, as a minimum, the following support to clients: Daily befriending support over the telephone and in-person, collecting prescriptions, shopping for small items, information and advice on local community groups and activities, reading post, making phone calls on behalf of the client, signposting to (and from) public sector organisations (e.g. local authorities, NHS), responding to letters to ensure bills are paid and appointments are not missed, support to access other services (e.g. finance/benefits, household or garden maintenance), short-term support, to cover family member holidays, a period of illness or recent discharge from hospital.

South Cambridgeshire District Council (SCDC) provides annual grant funding to ensure the sustainability of these valuable, local MWS. This newly launched grant scheme is based on a review carried out by an independent organisation and aims to improve the sustainability of the MWS.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.



2.6 Which groups or individuals will the proposal affect:

- Service Users Councillors
 External Stakeholders Other
 Employees

If other, please specify The MWS grant scheme is for the community groups themselves to apply to. Funding decisions may affect the viability of schemes and, therefore, have an impact on their clients. The majority of clients supported through MWS are in the 65+ age category, with some schemes providing support to younger people with a disability.

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

MWS provide a relatively low-cost daily service compared to more formal care options, with significant benefits, including enabling older people to remain living at home independently for longer; avoiding earlier transfer into care and reducing the need for additional care packages; avoiding unnecessary hospital admission; enabling more expedient hospital discharge; providing reassurance (if not respite) to carers; providing daily contact to people who would otherwise live in isolation and/or away from their families. They can also provide a benefit to scheme wardens and volunteers who may also be suffering from loneliness and isolation by helping them maintain an active role in their local community.

This new SCDC grant scheme offers grants over three years based on a formula related to the real cost of delivering the service and the number of clients. The MWS themselves have been involved in the evolution of the grant scheme and have all given their approval of the changes from the previous grant scheme. Grant funding is available for core services, for the expansion and development of services, and no scheme in year 1 will be offered less than in the final year of the previous scheme.

- 2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?
(Max 250 words)

N/A – while the review of MWS was undertaken with an independent organisation, the resulting scheme is wholly the responsibility of SCDC and uses SCDC funding.

Section 3: Evidence and Data

- 3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups](#)? Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

The new MWS grant scheme is based on nearly a year's work with an independent organisation to understand the data collected by MWS, the outcomes they can substantiate with that data, and the general operating models of each. The MWS themselves attended many workshops and the resulting grant scheme is one they have helped design. Consequently they understand and support it.

MWS grant funding has been running for a number of years and is intended to support older people to live independently in their homes to further improve their quality of life. The communities team publicises the grant heavily to the Voluntary, Community and Social Enterprise (VCSE) sector and members of the public, we have consulted with past grant recipients and elected members and we will be providing ongoing Networking events for schemes to offer support for sustainability and signposting.

- 3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.



(Max 250)

N/A

Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: We will not monitor applicants (or clients receiving support) by protected characteristics and this will not affect any decision-making. However, the services are targeted at older people.

Age

Details: Statistically, the number of people aged over 75 years in a population is a good indicator of the likely levels of demand for extra care support. We know that South Cambs has a growing and ageing population and so this grant scheme is aimed at supporting older people to age well and live independently in their own homes for longer.

Disability

Details: Support is offered to all schemes to make their application. This is the case with all SCDC grants. Anyone having difficulty completing the form can contact us for assistance via email or phone. The phone number will be in a format so it can be



read by a screen reader. There are also charities that can offer support to people with disabilities with making applications.

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

Race

Details: [Click or tap here to enter text.](#)

Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details [Click or tap here to enter text.](#)

None of the above

4.2 Other characteristics

Some characteristics are not yet protected in law, but the Council has made declarations it will consider them in policy making.

Digital inclusion ([what is this?](#))

Details: The application process is online and support is offered to all applicants and this has been offered direct to the schemes in face to face meetings, as well as via email, as part of the design process. There is a contact email address on the main MWS webpage and on the webform Terms and Conditions. The Terms and Conditions state that if in doubt, applicants should seek advice from the Development Officer before making their application. The Development Officer can



help with technical queries and signpost to organisations such as digital buddies and Cambridge Online who can provide support and equipment for completing applications.

Care experience [\(what is this?\)](#)

Details: Click or tap here to enter text.

Rurality

Details Rurality can impact many service users and MWS are vital in ensuring those affected clients can remain living in their homes.

Socio-economic

Details MWS provide a relatively low-cost daily service compared to more formal care options

4.3 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Applications: Include a contact telephone number on the webpage so that applicants who require assistance with the online form can get in touch- will be completed by the end of Dec 2024	Emma Dyer or Jane Mountain
Applications: Signpost any applicants who need assistance to complete the online form to appropriate sources of support- there are no timescale for this, we will signpost as and when we speak to applicants who need assistance	Emma Dyer or Jane Mountain
Scheme duration: ongoing networking meetings in a 'community of practice' where, amongst other things, MWS finances will be reviewed and good practice shared.	Emma Dyer
Click or tap here to enter text.	Click or tap here to enter text.

4.4 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

Applications: A record will be made of anyone who makes contact via telephone for support with their application. A check will be made that the application was received and if not, the reason why and, to ascertain if any further support can be provided.

Scheme duration: the community of practice will help identify schemes experiencing challenges and will aim to offer appropriate SCDC and peer support.

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

The grant application eligibility criteria do not exclude anyone with a protected characteristic from applying. The grant application process is clear and easy to navigate for people with disabilities, those with limited literacy, or individuals whose first language is not English. The application will be assessed purely on the merits of the grant proposal. Applicants are asked to upload an Equality and Diversity Policy when making their grant application. Support will be provided to anyone who requires assistance completing the online form through signposting as appropriate. Decisions will be made that are objective and free from bias.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we



have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Emma Dyer

6.2 Date of completion:

10/07/2021

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

3 years

6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Gareth Bell

6.5 Date of approval:

12/12/2024

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*