

Equality Impact Assessment Summary Report: GLASGOW'S STRATEGIC VOLUNTEERING FRAMEWORK

SUMMARY															
1. Name of function / policy	Glasgow's Strategic Volunteering Framework														
2. Is the function / policy:	<input checked="" type="checkbox"/> New <input type="checkbox"/> Under Review														
3. Name and Designation of Officer(s) completing assessment	Bridget Sly – Policy Development Officer (Equalities), Culture and Sport Glasgow Eric Fiamanya – Senior Officer, Education & Social Work Services, GCC Flora Muir – Greater Glasgow and Clyde NHS David Maxwell – Volunteer Centre Glasgow Karen Willey – Manager, Glasgow Equalities Partnership														
4. Date(s) of Assessment	December 2007 – March 2008														
5. Partners – will the function / policy be implemented in partnership with others? [Provide details]	Glasgow Community Planning Partnership Glasgow City Council Volunteer Centre Glasgow Glasgow Council for the Voluntary Sector NHS Greater Glasgow and Clyde Voluntary organisations Private sector														
6. Lead Officer / Service	Jill Miller – Director of Operations, Culture and Sport Glasgow														
7. Aims of the function / policy	To enhance the positive contribution of volunteering within Glasgow by assisting volunteer involving organisations and other stakeholders that support volunteering to adopt an effective, efficient and consistent approach across the city. The framework aims to enhance the quality of the experience for existing volunteers, to ensure volunteering is accessible to all, and to encourage new people to participate and share in the benefits of volunteering.														
8. Screening Results	<table border="0"> <tr> <td>Negative Impacts</td> <td>Positive Impacts</td> </tr> <tr> <td>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></td> <td>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></td> </tr> <tr> <td colspan="2">If negative, is the impact:</td> </tr> <tr> <td>Legal Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></td> <td></td> </tr> <tr> <td colspan="2">[i.e. it is not discriminatory under legislation]</td> </tr> <tr> <td>Intended Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>Level of Impact High <input checked="" type="checkbox"/> Low <input type="checkbox"/></td> <td></td> </tr> </table>	Negative Impacts	Positive Impacts	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	If negative, is the impact:		Legal Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		[i.e. it is not discriminatory under legislation]		Intended Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		Level of Impact High <input checked="" type="checkbox"/> Low <input type="checkbox"/>	
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9. Recommended Action	<input type="checkbox"/> Introduce / proceed with the policy / function <input type="checkbox"/> Withdraw the policy / function from use <input checked="" type="checkbox"/> Undertake a full Equality Impact Assessment														
IMPACT															
10. Summary of POSITIVE impacts and affected groups	The strategy aims to encourage new people to participate in volunteering, so could provide a positive opportunity for excluded and hitherto under-represented groups (e.g. disabled people, men, older people, those on low incomes) to experience the potential benefits of involvement in volunteering.														

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IMPACT cont'd...	
11. Summary of NEGATIVE impacts and affected groups	<p>Evidence suggests that people from equality target groups face a range of barriers to participation in volunteering. Available data suggests that, in particular, disabled people, older people, men, and people on lower incomes are less likely to volunteer. In addition, research indicates that people from black and minority ethnic (BME) and faith communities are more likely to be involved in informal volunteering activity and not be linked into formal networks, and many volunteer-involving organisations are failing to address barriers to participation for a range of equality groups (including disabled people, BME groups).</p> <p>There is the potential for the strategy to perpetuate negative impacts for the range of equality target groups if it fails to embed equality within its supporting implementation plan, and adequately support volunteer-involving organisations to address barriers to participation.</p>
EVIDENCE	
12. Summary of information / evidence already available	<ul style="list-style-type: none"> ▪ Equality monitoring data [e.g. Census; Scottish Household Survey]; ▪ Research [e.g. sportscotland, Scottish Executive; Disability Rights Commission]; ▪ Consultation [undertaken as part of development of Glasgow's Strategic Volunteering Strategy]
13. Additional information / evidence required and proposed method(s) for gathering	<p>Further literature review required to explore barriers to volunteering for LGBT people, faith groups, and older people. EIA sub-group to be established, ensuring input from key partners and Equality Networks Forum.</p>
RECOMMENDATIONS	
<p>14. Overall Recommendation</p> <p>[If a full EIA has not been recommended, provide reasons]</p>	<p>Full Equality Impact Assessment was recommended. Following gathering of further information/evidence outlined above, it is recommended that:</p> <ol style="list-style-type: none"> 1. The following amendments are made to the Strategic Volunteering Framework: <ol style="list-style-type: none"> (i) Amend Section 1 (Vision) of the framework to ensure the commitment to equality is explicitly introduced as a principle at an early stage of the document; (ii) Amend Section 2 (Context) to reflect body of evidence re under-represented groups/those facing barriers to participation in volunteering. Make reference to the evidence base for the national Volunteering Strategy under 2.1 (National Context); (iii) Review Objectives and related Outcomes to ensure they more explicitly address the issue of barriers to participation; Amend document to ensure that informal volunteering receives more attention (e.g. incorporate additional case study/ies which reflect informal volunteering the contribution of equality groups); (iv) Review Outcomes to ensure potential impacts for beneficiaries of volunteering are also identified; (v) Amend paragraph re 'A Vibrant Glasgow' (page 6) to incorporate examples of celebratory festivals and events that reflect diverse communities (e.g. Diwali, Glasgay); (vi) Amend Section 3.2 (Principles) to ensure that it reflects the need for flexibility of approach in order to appropriately address barriers to participation and support involvement of under-represented groups.

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14. Overall Recommendation [cont'd...]	2. In order to ensure that barriers to participation in volunteering experienced by equality groups are addressed, the evidence outlined in this assessment be used to inform development of the SVF Implementation Plan. The EIA sub-group will provide the SVF steering group with an overview of issues that it should take cognisance of in developing the Implementation Plan.	
Name and Designation of service manager verifying the assessment	Jill Miller Director of Operations	Signature: Date: 30 July 2008