

Stage One Equality Impact Assessment (EqIA 1)

What is the proposed decision?	To cease subsidising the current programme at an annual cost of £8,500 and to deliver the training through a 'West Berkshire Wellbeing' traded service from 1 April 2019.
Summary of relevant legislation	The promotion of mental health and wellbeing is a discretionary component of the Public Health Ring Fence Grant
Does the proposed decision conflict with any of the council's key strategic priorities?	No
Name of budget holder	Matthew Pearce
Name of Service and Directorate	Public Health and Wellbeing, Communities Directorate
Name of assessor	Rachel Johnson
Date of assessment	24/10/2018
Version and release date (if applicable)	V1. 12/11/2018

Is this a...?		Is this policy, strategy, function or service...?	
Policy	No	New or proposed	No
Strategy	No	Existing and being reviewed	Yes
Function	No	Changing	Yes
Service	No		

1. What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	To reduce spending in line with ring fenced grant reductions and council savings
Objectives:	To achieve council savings
Outcomes:	Reduce the budget aligned to the mental health cost centre
Benefits:	Savings of £8,500 per year

2. Which groups may be affected and how? Is it positively or negatively and what sources of information have been used to determine this?		
Group affected	What might be the effect?	Information to support this
Age	None identified	
Disability	People showing the first signs of a mental health condition may not be supported earlier and their condition might deteriorate	
Gender reassignment	None identified	
Marriage and civil partnership	None identified	
Pregnancy and maternity	None identified	
Race	None identified	
Religion or belief	None identified	
Sex	None identified	
Sexual orientation	None identified	
Further comments		
<p>We do have a wide pool of people that have already undertaken mental health first aid training. Mental health first aid courses will still be available through the public health traded service for people who are willing to pay.</p>		

3. Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	No
The MHFA courses will still be available for people who are willing to pay.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	No
The MHFA courses will still be available for people who are willing to pay.	

4. Next steps	
EqlA 2 required?	No
Owner of EqlA 2	
Timescale for EqlA 2	

