

## EQUALITY IMPACT ASSESSMENT

Name of activity:	Community Grants Allocations 2021/22			Date Completed:	19 February 2021		
Directorate / Division responsible for activity:	Community Services			Lead Officer:	Paula Doherty		
Existing Activity		<input type="checkbox"/>	New / Proposed Activity		<input type="checkbox"/>	Changing / Updated Activity	x

### What are the aims / main purposes of the activity? (Why is it needed? What are the main intended outcomes?)

As part of the budget setting process for 2021/22, the Council has stated its intention to reduce the overall community grants pot by £120,000 and retain a pot totalling £512,000. This contributes to the Council achieving a balanced budget position as part of its Budget Strategy.

It has also been recognised that the Council's funding of the Voluntary and Community Sector required review. The approach has remained largely unchanged over the past decade or so. With Crawley facing unprecedented economic challenges in the wake of the Covid-19 pandemic, there will be social challenges facing the town that require new approaches and capacity. This will require the Council to develop a much more targeted approach in its funding of the sector to meet existing and emerging need.

A transitional year allows the Council to work with all organisations and support them through the change. Different organisations will have differing levels of resilience to change, for instance the organisations funded currently have a combined unrestricted reserves pot of around £3.8 million, albeit the provision made within each organisation varies greatly. This approach also allows the Council to fulfil any contractual obligations, specifically to provide an allocation of £140,569 to Citizens Advice in 2021/22.

### What are the main actions and processes involved?

#### Engagement with funded organisations

The process of engagement with all funded groups has begun. Officers have met with every funded organisation to facilitate a high level conversation around potential changes to the community grants programme and the impact of various funding reduction scenarios.

#### Decision making

Cabinet approval of transitional year approach - 3 February 2021

Cabinet approval of funding allocations in 2021/22 – anticipated 10 March 2021

#### Funding allocation confirmation & appeals

Confirm funding allocation to each organisation – 11 March 2021

Facilitate appeal process – completed by 25 March 2021

#### Future Model

Development and approval of new commissioning and small grants funding model for 2022/23 onwards – Autumn 2021

### Who is intended to benefit & who are the main stakeholders? (e.g. tenants, residents, customers or staff. How will they benefit?)

The current national landscape, shaped by the Covid-19 pandemic, is unpredictable and uncertain. This sits alongside the complex and historic issues already impacting some residents in the town. What we do know is that the needs of our residents and wider communities are evolving and the future funding programme will need to respond positively and robustly.

The review is based on achieving the best outcomes for our residents. The main stakeholders are the community themselves and the voluntary and community sector who deliver services to our residents. The main beneficiaries are residents that fall within the following groups;

**Known Vulnerable**

- Reducing homelessness and the impact of homelessness
- Improving health and wellbeing outcomes for those with a dementia diagnosis and their carers

**Emerging Vulnerable**

- Bringing people closer to the job market and securing employment
- Reducing domestic abuse and violence
- Narrowing inequalities within our diverse community

**Future Vulnerable**

- supporting those who have experienced adverse childhood experiences to increase educational attainment and achievement and improve social mobility

**Have you already consulted on / researched the activity?** (What consultation has taken place & what were the key findings?  
What evidence already exists? Are there any gaps that need further investigation? What still needs to be done?)

Yes

**Impact on people with a protected characteristic** (What is the potential impact of the activity? Are the impacts high, medium or low?)

Protected characteristics / groups	Is there an impact (Yes / No)	If Yes, what is it and identify whether it is positive or negative
Age (older / younger people, children)	Yes	<u>Positive Impact</u> The transition year grants programme has children and young people as a priority group, in terms of prevention in respect of those who are able to be supported in terms of developing unnecessary and unavoidable vulnerabilities and disadvantage. More universally the proposed changes need to be read in the context of our play, health and wellbeing approaches. Funding to organisations delivering to children and young people has been maintained for 2021/22.

		<p><u>Negative Impact (mitigated)</u></p> <p>Funding to organisations delivering services to older people has been maintained for 2021/22 with one exception. <b>Age UK West Sussex</b> (advice and guidance service): Whilst this work does broadly meet the stated funding objectives, this service is already being provided through the County contract for older person's services effectively a duplication of funding. If funding is removed the work can carry on. The fact that they will be receiving less funding is mitigated by the fact that they have in excess of 50% of their annual operating costs held in reserves. The larger grant for AGE UK remains intact for 2021/22 to support them in the transition year and to provide greater stability whilst they re- tender for the countywide provision.</p>
<b>Disability</b> (people with physical / sensory impairment or mental disability)	Yes	<p><u>Positive Impact</u></p> <p>Funding to organisations delivering services to disabled people has been maintained for 2021/22. In addition, there is a requirement for all funded organisations to factor "five ways to wellbeing" into their service delivery models.</p>
<b>Gender reassignment</b> (the process of transitioning from one gender to another.)	No	<p><u>Positive Impact</u></p> <p><u>Negative Impact</u></p>
<b>Marriage &amp; civil partnership</b> (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)	No	<p><u>Positive Impact</u></p> <p><u>Negative Impact</u></p>
<b>Pregnancy &amp; maternity</b> (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	No	<p><u>Positive Impact</u></p> <p><u>Negative Impact</u></p>
<b>Race</b> (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees &)	Yes	<p><u>Positive Impact</u></p> <p>Funding to organisations delivering services to people that are potentially marginalised because of their race has been maintained for 2021/22. In addition there has been new</p>

asylum seekers)		funding to support work with our BAME communities on health inequalities which has come to light through the pandemic, through our Putting Communities First initiative.
<b>Religion &amp; belief</b> (religious faith or other group with a recognised belief system)	No	<u>Positive Impact</u>
<b>Sex</b> (male / female)	No	<u>Positive Impact</u>  <u>Negative Impact</u>
<b>Sexual orientation</b> (lesbian, gay, bisexual, heterosexual)	Yes	<u>Positive Impact</u>  Equalities and need are at the heart of our new ways of working, and key to our developments are those who may face additional challenges, prejudice and discrimination, this approach will more ably celebrate our LGBTQ Plus communities.
Whilst <b>Socio economic</b> disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered	Yes	<u>Positive Impact</u>  With Crawley facing unprecedented economic challenges in the wake of the Covid-19 pandemic, there will be social challenges facing the town that require new approaches and capacity. This will require the Council to develop a much more targeted approach in its funding of the sector to meet existing and emerging need.  A new model of delivery is predicated on delivering the best services for Crawley residents through an Asset Based Community Development (ABCD) approach, creating greater synergy across Community Services and the wider organisation.

**What evidence has been used to assess the likely impacts?** (e.g. demographic profiles, research reports, academic research, benchmarking reports, consultation activities, staff surveys, customer surveys, public surveys, complaints, grievances, disciplinary cases, employment tribunal cases, ombudsman cases, media reports)

This EQIA is based on a detailed review of our current grants offer, its processes and beneficiaries, this process has been subject to financial scrutiny, wide stakeholder consultancy, bench marking comparisons, market analysis and has been subject to significant internal partnership input.

**What resource implications are there to deliver actions from this EIA?** (Quantify: people, time, budget, etc.)

The resources are not anticipated to increase as a result of these actions.

The reduction in budget is achieved by protecting funding to organisations meeting the stated objectives and reducing where they don't, of note prioritising funding of direct service delivery rather than infrastructure.

Planning and implementation of the transition year arrangement and future programme will be meet within existing people resources.

#### Outcome following initial assessment

Does the activity have a **positive** impact on any of the protected groups or contribute to promoting equality, equal opportunities and improving relations within target groups?

Yes

If yes, record the evidence below. If no STOP and re-examine the activity.

Does the activity have a **negative impact** on any of the protected groups, i.e. disadvantage them in any way.

No

If yes, identify necessary changes and record appropriate actions below. If no, record the evidence and assessment is complete.

#### Decision following initial assessment

**Continue with existing or introduce new / planned activity**

Yes

**Amend activity based on identified actions**

No

<b>Action Plan</b> (Has the EIA identified any positive or negative impact on any of the protected groups which requires action? E.g. adjustments to the approach or documents, changes to terminology, broadening parameters of policy, etc. If so record any actions to be undertaken and monitored)			
<b>Impact identified</b>	<b>Action required</b>	<b>Lead Officer</b>	<b>Deadline</b>

<b>Monitoring &amp; Review</b>	
<b>Date of last review or Impact Assessment: Unknown</b>	Unknown
<b>Date of next 12 month review:</b>	February 2022
<b>Date of next 3 year Impact Assessment (from the date of this EIA):</b>	February 2024

<b>Date EIA completed:</b>	19 February 2021
<b>Signed by Person Completing:</b>	Paula Doherty
<b>Date Sent to HR and Equalities Team:</b>	23 February 2021
<b>Approved by Head of Service:</b>	Kate Wilson

NB – The original signed hard copy & an electronic copy should be kept within your Department for audit purposes. Send an electronic copy to the OD Officer in HR & Development. Also, please complete the summary document overleaf. This will be included on the Council's website.

The EIA Toolkit provides guidance on completing EIAs & HR&D can provide further advice.

Completed Equality Impact Assessment	Key findings	Future actions
<p><b>Directorate / Division:</b> Community Services</p> <p><b>Function or policy name:</b> Community Grants Allocations 2021/22</p> <p><b>Officer completing assessment (Job title):</b> Community Services Manager</p> <p><b>Date of assessment:</b> 19 February 2021</p>	<ul style="list-style-type: none"> <li>• Interim transition arrangement for 2021/22</li> <li>• No negative impact on protected groups because funding has been preserved to the majority of those delivery organisations that received funding in 2020/21</li> </ul>	<ul style="list-style-type: none"> <li>• Complete new EIA for the new commissioning and small grants model for 2022/23 onwards to ensure no protected groups are disadvantaged.</li> </ul>