

Appendix C: Equality Analysis VSIF Local Grants 2016-2018

Equality Impact Analysis:

- The equality analysis of the recommended projects is based upon information obtained directly from organisations, as stated in their grant application form, about people expected to benefit from projects. This was based on criteria being applied to projects and data from existing work with these cohorts of people.
- Grants are assessed in line with the council's approach to awarding VSIF grants funding to projects delivered by voluntary and community sector organisations so that investment aligned to corporate priorities benefits a range of residents in the borough.
- The assessment of projects looked at alignment with Borough Plan priorities and statutory service provision in the borough, partnerships with other organisations in the borough and at a regional and national level, any other match funding proposed, the quality of the proposal including how success would be measured and the range of bids received. Officers noted the activities to be provided, their location, links with existing services and the outcomes and outputs to be achieved.
- The council received 43 bids from 43 organisations with a focus on a broader range of borough priorities.
- Applicants were asked specific questions around the beneficiaries of their proposed project in relation to the protected characteristics.
- Applicants were able to highlight projects as being open to all or to state where projects had a particular focus. Bids could identify up to three age groups that it could focus on.
- Of the 43 bids where protected characteristics were stated:
 - 7 bids were received for people with disabilities
 - 6 bids were received for women and 1 bid received for young men
 - 13 bids were received for BME and BAME communities
 - 3 bids were received for residents age of 65+
 - 22 bids were received for residents aged between 19-65+ years
 - 12 bids were received for residents aged 25-65+ years
 - 4 bids were received for residents aged 0-65+ years
- The number of bids to the VSIF Local Grants is well above the level of funding available. Funding has been recommended for 11 projects. These projects meet the funding criteria, offer value for money and align with Council's priorities and associated statutory service provision in the borough.
- Of the 11 recommended projects:

- 1 project is for women only and 1 project for young men only
 - 5 projects are for BME and BAME communities
 - 3 projects are for residents aged 25-65+ years
 - 2 projects are for residents aged between 19 -65+ years
 - 3 projects are for residents aged 0-65+ years
- Approximately 70% of funding is recommended for projects where the majority of people benefiting are in age brackets of 25-65+. Approximately 30% of funding is recommended to projects where the majority of people benefiting are 19-25 years. The data quality limitations should be noted here including a number of data sets relating to all users benefiting from the projects run by the organisation and not the project grant funded.
 - The majority of the projects engage disabled people, with this funding stream going to projects with a larger proportion of disabled people engaged than that seen in the population.
 - The majority of people benefiting from the projects are from BME and Asian communities with the majority of funding also benefiting these communities. The number of users from Black BME and Asian communities is in line with that in the population.
 - Funding is benefiting male and female in roughly the same proportions as borough population make up.
 - No specific data is presently forecast for religion or belief, sexual orientation, gender reassignment, pregnancy or maternity however all organisations recommended projects have stated that they will provide an inclusive service to all these protected characteristics.
 - The use of equality monitoring matched to evidence of need set out in future monitoring will support a clear understanding of any future identified differences between the general population make up and that of people benefiting from projects .
 - **Monitoring will take place in the following way:**
 - Officer/Officers group to monitor progress of projects funded through VSIF grant
 - Each of the projects will be monitored against the framework of Brent's equality analysis template and an equalities action plan will be produced. The template examines the equalities impact for all nine protected characteristics.