

Appendix D

**London Borough of Brent
A new Funding process for allocating the Main Programme Grant to
Voluntary Organisations**

Equality Impact Assessment

London Borough of Brent

A new Funding process for allocating the Main Programme Grant to Voluntary Organisations

Background:

Over a number of years the council has provided funding from the Main Programme Grant to local community and voluntary groups to provide a range of community based projects and activities.

Each year applications are received from the community sector which is then assessed by officers and successful organisations are awarded funding for a period of 12 months.

Many of the current funded organisations have received MPG funding from the council for a number of years. There has been very little change in the organisations receiving MPG funding and the levels of funding provided to each organisation.

This 'historical' funding pattern presents a number of issues:

- It is difficult for agencies not currently in receipt of MPG funding to access resources
- The quality of the bids received are often poor they lack detail in terms of outcomes and outputs and their relationships to the corporate priorities are often vague
- Rigorous monitoring and assessment of value for money is difficult to achieve due to the nature of the bids
- Many organisations use the MPG for 'core costs'

Following a Scrutiny Task Group review of Council's Main Programme Grant held in 2006/7 and extensive consultation with funded and non-funded groups it was agreed that this historic process of funding voluntary sector organisations in the borough would need to change. From discussions held, the Task Group concluded there was a consensus of opinion about the main issues and concerns and the need to change the process for allocating funds from the MPG.

This EIA relates a new funding approach for the Main Programme Grant. The main elements of which are:

- Introduction of a themed approach to funding where a proportion of the MPG is allocated each year to specific service themes that meet the current priorities of the Council.
- Development of longer term funding arrangements of up to 3 years with voluntary organisations in receipt of the MPG.
- Improved access to MPG funding for community groups to ensure that provider diversity is duly reflected across different communities of interest.

The aim of this EIA is twofold, firstly, to identify and address differential/adverse impact under the new arrangements and secondly to strengthen and improve the equality outcomes for users from diverse backgrounds.

What is the name of the service/policy/procedure/project etc to be assessed?

Main Programme Grant (MPG) funding to Voluntary Organisations allocation – a Themed Approach to Funding

Briefly describe the aim of the Service/policy

Equality Impact Assessment

The aim of this policy is to:

- Introduce a themed approach to MPG funding.
- Prioritise and allocate a proportion of the fund each year to the Council's services priorities. The new funding process to commence April 2009.
- Allocate resources for the current funding round and administer the MPG based on a phased rollout of the other themes agreed by the executive.

What needs or duties is it designed to meet?

The broader policy objective of effective engagement with the voluntary sector is designed to:

- Promote and maintain community cohesion.
- Ensure Effective targeting of excluded groups and those most in need.
- Diversify the provider base to include local voluntary sector organisations in service provision and community development activities through meaningful partnerships.
- Promote volunteering and equal opportunities.
- Improve community involvement and participation through civil society organisations.

How does it differ from any existing Policy etc in this area?

This new voluntary sector funding policy is different in a number of ways from any previous arrangements as outlined below:

- The new MPG funding is closely aligned to council priorities and linked to addressing local need.
- The new funding process seeks to be more transparent, accessible and accountable.
- The new funding cycle administered over a 3 year period offers the voluntary sector an increased degree of certainty and stability.
- The new funding arrangement supports the voluntary sector to make the transition from asking to fund which is a central plank of the government's voluntary sector reform agenda.
- The new funding arrangement offers an opportunity to raise service standards, improve outcomes for service users, provide value for money to the council, and strengthen capacity within the voluntary sector.

Are the aims consistent with the Council's Comprehensive Equality Policy?

Yes, implementing the proposed changes to the MPG Funding Process will have a positive impact on user and provider diversity issues. It will result in establishing a strategic alignment between the councils ability to address diverse community needs in keeping with identified priorities thereby complementing and adding value to current statutory service provision.

Is there any evidence to suggest that this would affect some groups of people?

Yes, the new funding arrangement is likely to affect some currently funded voluntary sector service providers who may experience a differential impact within the short to medium term. It is also expected to affect the level and quality of service provision and have a positive impact on promoting equality for service users and providers alike.

The affect on provider organisations stems from the revised funding arrangement that is based on a ring fenced a proportion of the Main Programme Grant to the council's service priorities. The effect is likely to occur as existing funding is

Equality Impact Assessment

progressively allocated under priority themes and as the current level of general grant funding is either reduced or withdrawn.

The extent to which respective providers will be affected will depend upon two factors, firstly the amount of funding that is remaining and available within the MPG after it has been allocated to a specific theme and secondly the decision of respective providers on whether they wish to continue to bid for MPG resources and the subsequent outcome of those applications.

Initially the themes selected will be similar to the services provided by funded organisations creating opportunities for them to access the new funding. This gradual shift will ensure can still access funding from the Main Programme Grant in the short/medium term.

The themes recommended for the first 3 to 4 years are: **Crime, Services to Children Young People, Regeneration and Sustainability**. Details of the 48 currently funded organisations providing services within these themes, and the funding allocated are below:

Theme	Services	Number of organisations*	Total Funding
Crimes	Domestic Violence Crime Prevention	3	67,758
Children and Young People	Education Sports and Leisure	12	127,815
Regeneration	Green Agenda Sports and Leisure Education Employment Health Homelessness Volunteering Community Engagement	25	273,815
Sustainability (to enable Independent living)	Older People Disabled People Vulnerable Adults	16	414,148
Total			883,546

*some organisations provide services in more than one theme.

Over the next 3 to 4 years these organisations will be required to re-apply for their grant.

Is there an adverse impact around Age, Race, Gender, Disability, Faith, and Sexual Orientation? What are the reasons for this adverse impact?

There is no direct evidence that suggests any adverse impact on people from diverse backgrounds. However, the EIA has highlighted significant gaps in the provider diversity profile as outlined below:

Of the 42 providers funded under the current MPG round there is a slight overrepresentation of organisations providing age specific services to children, younger and or older people. This in part, could be attributed to the introduction of the theme of CYP.

Equality Impact Assessment

15 BME organisations are funded under the current MPG round is broadly representative of the ethnic diversity profile within the borough. However based on initial analysis, further work will need to be undertaken to support providers from under represented groups such as the Sikh, Bangladeshi and other BME communities.

Of the 47 providers funded under the current MPG round, the following 2 organisations provide services specifically for women:

- African Women's Care
- Asian Women's Resource Centre.

Currently no funding is allocated to men only groups and overall our data shows that more women benefit from the MPG than men.

5 of the providers funded under the current MPG round offer services to people with disabilities. While two providers represent services offered to blind and people with learning disabilities the remainder reflect services offered to people with a physical disability cross the board.

However, specific work will be required to be undertaken in order to understand the different client groups that are actually represented. Work will also be required to ensure that mainstream voluntary sector providers include people with disabilities in the services they provide.

Only two providers funded under the current round represent services offered across faith communities. With the exception of Muslim community groups other faiths including agnostic and atheist groups remain largely unrepresented. Overall, there is no representation of providers across the sexuality strand of diversity and equally of those offering services to Gypsies and Traveller Communities.

A financial resource allocated under the current MPG round across the provider diversity profile shows the following:

- Older Peoples - £ 140,643
- Adults - £185,664
- Children and Young People £117,071

Note:

- Annex 1 outlines provider diversity profile of organisations funded under the current MPG.

Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make your judgement separately (by race, gender, disability etc)

As part of the EIA process officers have collected and analysed information about the awards from the application form submitted in 2008/9. This included

- Information on the range and scope of services provided by respective voluntary organisations.
- Issue specific diversity information relating to age, gender, ethnicity, disability, faith/belief and sexuality.
- Provider information relating to equal opportunity policies, strategies etc.
- Feedback from voluntary sector forum meetings and consultation events held during the year.

Equality Impact Assessment

- In addition the experience and knowledge of the voluntary sector team staff who have been involved with voluntary organisations and projects for several years has also been used to form our judgement.

Note

- Annex 2 includes the equalities monitoring form and the MPG prospectus used to gather provider information.

Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provision of Disability Discrimination Act and the regulations on sexual orientation and faith if applicable).

We do not ask funded groups to collect sexual orientation information on their service users however we will profile this equality strand in the grant applications form for the 3 year funding programme. Also at present voluntary organisations providing services specifically for gypsies and travellers and LGTB and are not in receipt of MPG funding and positive action will be taken to promote the existence of the funding opportunity to organisations providing services to these groups.

Have you consulted externally as part of your assessment? Who have you consulted? What methods did you use, and what have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?

Consultation on the new funding programme has been ongoing since 2006 when the Scrutiny Task Group review first started. The information from the review has been used to inform the new funding programme. The consultation included:

- Discussions with individual voluntary sector representatives and Council officers
- Members of the Tasks Group also attended the Voluntary Sector Forum on 14th March 2007 and carried out a consultation session with a number of voluntary groups.
- Prior to publicising their findings the Task Group met members of the voluntary sector Forum on 27th June 2007. To discuss their findings and their proposal to change the funding process.
- The Strategy Planning and Performance Manager Officers have provided regular update on the funding process to the Voluntary Sector Forum Meetings on 19th September 2007 and 27th February 2008
- The Grant Officers have had discussions with funded organisation about the new funding process as part of their annual monitoring visit.
- Specific consultation on this EIA will be carried out through the VSF.

Have you published the result of that consultation if so, where?

The Scrutiny Tasks Group recommendations were approved by the Executive and the report was published in July 2007. The report was summarised and published in Brava news, a newsletter for local voluntary organisations. The newsletter is distributed to over 800 organisations in the borough. In addition Grant Officers Sent an electronic version of the report to funded and non-funded groups on the Voluntary Sector database. Organisations were also able to access the report on the Council's website.

Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

There is no public concern that the new funding programme is being operated in a discriminatory manner.

Equality Impact Assessment

If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think whether the proposed service/policy etc will have a positive or negative effect on promotion of equality opportunity, if it will help eliminate discrimination in any way or encourage or hinder community relations.

Funding for the new programme will be taken from existing resources and this will result in currently funded groups having funding reduced or withdrawn over the next 3 to 4 years. Organisations that find their funding reduced or withdrawn will be affected. Council officers will work with respective organisations through the provision of capacity building support to secure both council and other mainstream resources.

A positive change will be that the grant will now be available to all community and voluntary organisations and this should widen access to the fund to local organisations that previously did not have access to Council funding. Another positive change is that the new funding programme will be based on a 3 year funding cycle which will provide groups with stability to assist their business planning cycle.

Projects recommended of funding will reflect the diverse needs of service users across respective themes with due consideration being given to corporate and departmental objectives which are constantly reviewed in response to community needs.

If the impact cannot be justified, how do you intend to deal with it?

N/A

What can be done to improve access take up of services?

The main area where improvements can be made is in relation to advertising and publicising the availability of the grant including clearer explanation of the purpose of the grant the eligibility criteria and the application process.

There are plans to make the application forms available on the Council's website and We will investigate the feasibility of providing the application form in other languages, also workshops where officers can meet and discuss grant applications with organisations prior to submission will be introduced.

Another significant area of work is to increase the capacity of mainstream voluntary sector organisations to address issues of performance management and develop inclusive services for people with disabilities and from LGBT backgrounds.

The council will seek to do this through its corporate learning and development offer which will be accessible to all voluntary sector partners.

Within the next 12 months there are also plans to develop a Voluntary Sector Strategy that clearly sets out their proposals for funding the sector and how it will work with them to achieve more for local people.

What is the justification for taking these measures?

To increase the number of organisations accessing the councils MPG programme.

Kindly provide us with separate evidence of how you intend to monitor in future? Please give the name of the person who will be responsible for this on the front page.

- Through data provided by each group with their application. Groups will be asked to submit details of the age range, disability ethnicity, gender etc of the

Equality Impact Assessment

people using their services; groups will also need to submit their equal opportunities policy showing how they promote equalities in their services in terms of their employees and services delivery.

- Through self evaluation forms completed by groups and monitoring visits carried out by officers in the Voluntary sector Team
- Through feedback from groups that attend the Voluntary Sector Forum

Name of the officer responsible for monitoring the new funding process:

- Beverleigh Forbes – Acting Manager of Voluntary Sector Team

What are your recommendations based on the consultation and comments of this assessment? Should you:

- ***Take any immediate action?***
- ***Develop equality objectives and targets based on the conclusions?***
- ***Carry out further research?***

The following immediate action will be taken:

- Raise awareness of the availability of the grant and the process including promoting the MPG especially to LGBT and organisations providing services to gypsies and travellers.
- Introduce grant surgeries to help and support groups through the application process. This will allow groups to meet grant officers and receive support and guidance on completing the grants application form.
- Investigate the possibilities of producing the grant application form in ethnic minority languages

With regards to equality objectives and targets:

- Collect information on sexual orientation, travellers and gypsies receiving services from the MPG

If equality objectives and targets need to be developed, please list them here?

These will be developed based on the first year's review of MPG in consultation with respective providers and the VSF.

What will your resources allocation for action comprise of?

The resources for supporting organisations affected by the change in funding process will be provided from existing resources.

Signed by the Manager undertaking the assessment

<i>Full Name (in capitals please)</i>	Beverleigh Forbes
<i>Position:</i>	Acting Manager Voluntary Sector Team
<i>Service Area:</i>	Service Development and Commissioning Voluntary Sector Team
<i>Date:</i>	

Details of others involved in the assessment – auditing team/peer review:

N/A

Equality Impact Assessment

Once you have completed the form please take a copy and send it to:

The Corporate Diversity Team

Room 5

Brent Town Hall

Forty Lane Wembley

Middlesex

HA9 9HD

Appendix 1 – Organisation Diversity Profile

Equality Impact Assessment Main Programme Grant to Voluntary Organisations

AGE

Of the 42 organisations funded by the Main Programme Grant in 2008/9

Older People

- Age Concern
- Brent Heart of God
- Brent Indian Association
- Cricklewood Homeless Concern (also provide Adult Services)
- Kingsbury Asian Elders
- Magnolia Senior Citizen Club

Adults Services

- African Women's Care
- Asian Women Resource Centre
- Brent Indian Association
- Brent Irish Advisory
- Brent Alcohol counselling
- British Muslim Women (also provides Children and Young People Services)
- Cricklewood Homeless Concern
- Middlesex ITEC (also provides Children and Young People Services)
- Pakistan Welfare Association (also provides Children and Young People Services)
- Relate
- Safestart
- Salusbury World (also provides Children and Young People Services)

Children and Young People

- Afghan Association of Paiwand
- Band Edutainment
- Dram Workhouse
- London Progress Table Tennis Club
- Oxford Kilburn Youth trust
- St Michaels Youth Trust
- The Tamil Association of Brent
- British Muslim Women
- London Tamil
- Middlesex ITEC Pakistan Welfare Association
- Salusbury World
- St Kitts and Nevis

Organisations providing services to varied age group

- Association of Muslims with Disabilities
- Brent Advocacy Concern
- Brent Arts council
- Brent Association for the Blind
- BrAVA

Equality Impact Assessment

- Brent Association for Disabled People
- Brent Indian Community Centre
- Brent Mencap
- Brent Neighbourhood Watch
- Brent Refugee Forum
- Federation of Patidar
- Help Somali foundation
- Horn of Africa
- Victim Support
- Roadpeace Samaritans

DISABILITY

Organisations producing services specifically to people with a disability are:

- Association of Muslim with Disability
- Brent Advocacy Concern
- Brent Association for Disabled People
- Brent Association of the Blind
- Brent Mencap

RACE (Primary ethnic group)

White

British	Irish	Eastern European	Gypsies and Travellers	Other
	BIAS	Afghan		
	Cricklewood	Salisbury		
	Safestart			

Asian

Indian	Pakistani	Bangladeshi	Other
Brent Indian association	Pakistan Welfare association		AWRC
Brent Indian community Centre			Assoc of Muslims with Disabilities
Fed of Patidar			British Muslim Women Welfare Association
			Kingsbury Asian elders
			London Tamil
			Tamil Association

Black

Caribbean	African	Other	
BANG	African Women's Care	Assoc of Muslims with Disabilities	
Brent Heart of Gold		Brent Refugee Forum	

Equality Impact Assessment

St Kitts and Nevis		British Muslim Women Welfare Association	
St Michaels		Help Somalia Foundation	
		Horn of Africa	

GENDER

Of the 42 groups the following 2 organisations provide services specifically for women:

- African Women's Care
- Asian Women's Resource Centre

Currently no funding is allocated to men only groups and overall our data shows that more women benefit from the MPG than men.

FAITH

There are 2 organisations that currently provide services to people from a specific faith group. These are:

- Association of Muslims with Disabilities
- British Muslim women Welfare Association

SEXUAL ORIENTATION

None

GYPSIES AND TRAVELLERS

None

Equality Impact Assessment

Appendix 2

Example of Equality and Diversity Information requested in Grant Application Forms

2.6. Service Users

2.6a. How many people currently use your services?

(i) Residents in Brent

(ii) Residents outside Brent

2.6b. From the above numbers, how many are

Numbers

(i) Female

(ii) Male

(iii) Disabled people

(iv) Older people

(v) Young people

(vi) Gay

(vii) Lesbian

(viii) Trans-sexual

(ix) Bi-sexual

Does your organisation provide services for Gypsies and travellers: Yes No

2.6c. Please specify which of the following age groups you provide services to and give us the numbers

Age Range	Under 5's	5-12	13-16	17-25	26-35	36-45	46-55	56-65	65 +
Numbers									

2.6d. Please enter into the box below a single option from the list below representing the primary ethnicity group that is addressed by your organisation.

Then list the ethnic breakdown (numbers) of other users .

Ethnicity	No. of Users	Ethnicity	No. of Users
White UK		Chinese	
White Irish		Chinese British	
White Other Specify		Chinese other please specify	
Mixed White and Black Caribbean		Asian Indian	
Mixed White and Black African		Asian Pakistani	
Mixed White and Asian		Asian Bangladeshi	
Mixed Other Please Specify		Asian British	
		Asian other Please specify	
Black Caribbean		Black African	
Black British		Black Other please specify	
Any other groups Please specify			

Appendix 2

Example of Equality and Diversity Information requested in Main Programme Grant Self Monitoring Reports

5. Service Users

Please state the number of people who have directly benefited from the services funded by the London Borough of Brent MPG in the last 12 months:

Users	Numbers	Users	Numbers
Men		Women	
Children and Young people		Over 65	
Disabled People		Gay	
Lesbian		Trans-sexual	
Bi-Sexual		Gypsies and Travellers	

6. Ethnicity

Please give details of the ethnic and cultural breakdown of those who have benefited from the service.

Asian	No.	Mixed	No.	Black	No.
Asian or Asian British		White & Black Caribbean		Black British	
Indian		White & Black African		Black Caribbean	
Pakistani		White & Asian		Black African	
Bangladeshi		Other mixed background <i>(Please specify)</i>		Black other <i>(Please specify)</i>	
Other Asian groups <i>(Please specify)</i>					

Chinese	No.	White	No.
Chinese		British	
Chinese British		Irish	
Chinese other <i>(Please specified)</i>		Other <i>(Please specified)</i>	

How have you made your services available to all ethnic communities?