

## Impact Needs/Requirement Assessment Completion Form

Department:	Person Responsible: Joanna McCormick
Service Area: Strategy, Partnerships and Improvement	Timescale for Equality Impact Assessment :
Date: May 2012	Completion date: May 2012
Name of service/policy: Voluntary Sector Grant Themed Grant Round	Is the service/policy/procedure/project etc: New <input type="checkbox"/> Old <input checked="" type="checkbox"/>
Predictive <input checked="" type="checkbox"/> Retrospective <input type="checkbox"/>	Adverse impact <input type="checkbox"/> Not found <input checked="" type="checkbox"/> Found <input type="checkbox"/> Service/policy/procedure/project etc, amended to stop or reduce adverse impact Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there likely to be a differential impact on any group? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Please state below:
1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/Asylum Seekers  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	4. Grounds of faith or belief: Religion/faith including people who do not have a religion  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
5. Grounds of sexual orientation: Lesbian, Gay and bisexual  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	6. Grounds of age: Older people, children and young People  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Consultation conducted Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Person responsible for arranging the review: Joanna McCormick	Person responsible for publishing results of Equality Impact Assessment: Joanna McCormick
Person responsible for monitoring: Cathy Tyson	Date results due to be published and where: With Executive Report May 2012
Signed:	Date: May 2012

## Impact Needs/Requirement Assessment Completion Form

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment, please indicate.

### 1. What is the service/policy/procedure/project etc to be assessed?

2012 - 2015 round of themed grant funding for projects run by the voluntary sector and funded through the Voluntary Sector Initiative fund.

### 2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/ policies etc in this area

The council agreed a policy in January 2012 for governing the award of voluntary sector initiative fund themed grants 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 policy forms part of Brent's approach to localism and relates to discretionary activity which the Executive considers critical to the delivery of partnership objectives set out in 'Brent – Our Future 2010 -2014'.

The council funds projects delivered by voluntary and community organisations. The process for allocating grant to projects consists of officers assessing applications received from the voluntary and community sector against criteria and recommending funding for up to two years and nine months for a project. The usual maximum level of funding each full financial year is £25k.

The criteria for allocating funding consider both the organisation applying for funding and the proposed project to be funded. In summary the criteria relating to the organisation include a financial assessment, the track record where funded or worked with in the past and assessment of governance arrangements. In summary the criteria relating to the proposed project include assessment of value for money, partnership working, alignment to the borough plan objectives and associated statutory service delivery, evidence of need, partnership working, equalities and match funding. They are set out in more detail in appendices of the report to May Executive 2012.

### 3. Are the aims consistent with the council's Comprehensive Equality Policy?

Yes, the implementation of the policy will have a positive impact on user and provider diversity issues and continue to enhance the strategic alignment between statutory service provision and discretionary projects delivered by the voluntary sector.

### 4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

This round of grant funding offered a wider range of corporate priorities to bid against – Children and Young People, Health and Well Being, Environment and Culture.

Earlier Equality Impact Assessments have considered the potential adverse impact in decommissioning projects at the end of their three year term, but the availability of further three year funding streams mitigates this impact to some extent. The use of a three year term balances the need to meet resident need by delivering projects with stable funding and the need to develop and change the projects delivered with Voluntary Sector Initiative Funding to better reflect the demographics of the borough and associated changes in service need and improve the mix of organisations delivering projects over time.

The strategic nature of the themes in this round offered the best opportunity for voluntary groups to access funding and mitigate any potential adverse impact of existing grant agreements coming to an end. Grant funded projects for children and young people run between 2009 and 2012 and were required to have an exit strategy as part of their conditions. Non themed projects ran between 2011 and 2012.

#### Age

Analysis of all bids received found that approximately 63% would benefit children and young people despite the opportunity to bid to deliver project which align to a range of strategic objectives which include all age groups. Example projects highlighted under the theme guidance looking at children and young people focussed on the whole family for example

66% of the people expected to benefit from the recommended projects are children and young people, above that seen in the general population and 14% are people over 60, just below that seen in the general population. This mitigates the effect of the previous three year children and young people's stream coming to an end. In assessing each project the quality information provided was matched the evidence of need set out in the bid to ensure where there was an over representation compared to population average it was clearly understood and in line with already

## Impact Needs/Requirement Assessment Completion Form

identified needs of the population. There were fewer bids put forward evidencing need of older people and associated projects aligned to the Borough Plan to address these needs. The wider pot of grant funding and the inclusion of a specific request for more projects which benefit for older people in the next round of funding in the autumn will mitigate any potential adverse impact with regard to age.

### Sex

Analysis of all the recommended bids highlighted that more males than females would benefit than the proportions seen in the general population. Analysis of the recommended projects found that there were 2 projects receiving 9% of the funding have an over representation of females. 7 projects receiving 62% of the money have an over representation of males. In all of these cases highlighted this was because the organisation bidding for funding specialises in meeting an evidenced need of men or women in the borough.

### Race

Analysis of all the bids received found that it was expected that people from a range of ethnic backgrounds would benefit. Analysis of proxy data identified that proportionally across the bids more people from a black ethnic background were expected to benefit and in all these cases it was in line with identified need in the borough.

### Disability

Analysis of all of the bids received found that the majority were expecting to see the proportion of disabled people benefiting at least in line with that seen in the general population. Where much higher levels of disabled people were expected to benefit this was because the organisation sought to offer a specialist project to respond to the needs of people with this protected characteristic in particular.

Analysis of the recommended projects highlights an expected positive impact with 22% of the funding to benefit disabled people compared to 15.6% of the population categorised as disabled.

### Sexual orientation

Only a few organisations provided data highlighting their proposed project would be used by the lgb community but all organisations are aware of the need to monitor this protected characteristic in their equality monitoring where appropriate and this will form part of the requirements to be met in order to receive payment of grant.

### Religion

Not enough organisations offered data about religion to make analysis of proxy data meaningful but all organisations are aware of the need to monitor this protected characteristic in their equality monitoring where appropriate and this will form part of the requirements to be met in order to receive payment of grant.

### Gender reassignment

No organisations provided data highlighting their proposed project would be used by people with these protected characteristics but all organisations are aware of the need to monitor this protected characteristic in their equality monitoring where appropriate and this will form part of the requirements to be met in order to receive payment of grant.

### Pregnancy and maternity

Only a few organisations provided data highlighting their proposed project would be used by people with these protected characteristics but all organisations are aware of the need to monitor this protected characteristic in their equality monitoring where appropriate and this will form part of the requirements to be met in order to receive payment of grant.

5. 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 and disability etc).

The judgement has been made based upon the information provided by each group when making a bid for grant funding. Each group provides equality information either basing on data for present project supporting a similar cohort or in relation to the evidence of need used to underpin the bid for funding. Each project was considered separately in relation to each equality strand and then the collective themes were also considered.

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

N/A

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

## Impact Needs/Requirement Assessment Completion Form

the consultation?

The proposed criteria and themes for grant funding and associated allocation of the wider pot of funding were all consulted on prior to this round of funding opening up to bids from organisations. The findings of this consultation were used to inform the update criteria agreed by executive in January 2012. The assessment of the bids is based on data provided by organisations themselves.

8. Have you published the results of the consultation, if so where?

The results of the consultation were published on the consultation tracker in January 2012.

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

The council is not aware of a public concern about the policy being operated in a discriminatory manner.

It should be noted that Brent Council has not reduced the overall pot of funding for funding voluntary sector projects, but has allocated a larger proportion of the funding pot to support the infrastructure for the sector including support for a new CVS and other similar initiatives.

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

Whilst each of the recommended bids offers appropriate work with cohorts of residents, in the next round to ensure a reasonable spread of projects benefiting a range of people with different protected characteristics across the whole pot we will highlight further examples of projects for adults and older people and females where there is identified need within the borough shown in borough statistics.

The previous report to Executive ad associated EIA looked at the potential adverse impact of decommissioning projects on a rolling basis. This approach can be justified for the following reasons:

- the themes need to better reflect the range of partnership priorities for the borough to balance out the adverse impact for other strands of the present themes
- the funding was offered on a three year basis with no option for the same project to be funded for a further three year period in order to address the adverse impact of the pre 2009 approach to allocating grant funding which saw a limited change in projects and organisation funded over time and limited scope to address the changing needs of residents over time.
- the infrastructure stream proposed will benefit people of all of the protected characteristics by building the capacity of the voluntary sector to better deliver services in Brent in future

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

N/A

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

The number of bids to the Main Programme Grant has consistently been well above the level of funding available and the continuous improvement to the process since 2009 has sought to improve access to new groups to deliver projects with main programme grant.

The access to services provided as a result of projects funded through Main Programme Grant is varied according to the summary of previous bids made. This round is already improving on this with stronger requirements for equality monitoring across all protected characteristics appropriate to each project and a more robust monitoring regime linked to payment of grant.

The access to services for people with protected characteristics who presently do not benefit from grant funding to the extent which might be expected, is being remedied through better identification of the cohort of people expected to benefit from a project and the associated evidence of need at the bidding stage and partly through a greater emphasis on predictive equality impact assessment at the point of assessing bids for themes.

The new CVS partly funded through another Voluntary Sector Initiative Funding Stream will also aid the take up of services by signposting voluntary sector organisations to sources of funding and training opportunities to enhance their work.

## Impact Needs/Requirement Assessment Completion Form

13. What is the justification for taking these measures?

These measures will improve access and take up of benefits of projects grant funded by the council.

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

Future monitoring will take place in the following way:

- Corporate Officer group to monitor progress of projects grant funded on a quarterly basis
- Updated monitoring forms for project returns which cover the additional protected characteristics in the Equality Act and associated duties and emphasise the action being taken to tackle any adverse impact identified. This monitoring is linked to payment of grant.

15. What are your recommendations based on the conclusions and comments of this assessment?

To proceed in agreeing the recommended projects and actions for future monitoring  
Identify specific examples for next round of funding which ensure a broad range of people with different protected characteristics benefit from the combined themed grant streams of this round and the next round to be advertise in the autumn.

Should you:

1. Take any immediate action?  
Implement actions for future monitoring
2. Develop equality objectives and targets based on the conclusions?  
None at this time
3. Carry out further research?  
Continue to get annual equality data returns for projects and respond to any identified issues highlighted

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

N/A

17. What will your resource allocation for action comprise of?

This will be delivered within the existing budget for the partnerships team

If you need more space for any of your answers please continue on a separate sheet

Signed by the manager undertaking the assessment:

Full name (in capitals please):

JOANNA McCORMICK

Service Area and position in the council:

Strategy, Partnerships and Improvement – Partnerships Coordinator

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

Council Diversity Team

Once you have completed this form, please take a copy and send it to: **The Corporate Diversity Team, Room 5 Brent Town Hall, Forty Lane, Wembley, Middlesex HA9 9HD**

Date: May 2012