

London Borough of Hackney Equality Impact Assessment Form

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision making process.

All the information needed in this form should have already been considered and should be included in the documentation supporting the decision or initiative, e.g. the delegate powers report, saving template, business case etc.

Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.

The form must be reviewed and agreed by the relevant Assistant Director, who is responsible for ensuring it is made publicly available and is in line with guidance. Guidance on completing this form is available on the intranet.

<http://staffroom.hackney.gov.uk/equalities-based-planning-and-decision-making>

Title of this Equality Impact Assessment:

Hackney Voluntary and Community Sector Small Grants 2019/20 – second round small grants

Purpose of this Equality Impact Assessment:

To ensure that recommendations for the 2019/20 Voluntary Sector Small Grants deliver services which are accessible to all, and that the investment actively contributes to achieving the Council's equality objectives.

Officer Responsible: (to be completed by the report author)

Name: Claire Witney	Ext: 3630
Directorate: Chief Executives	Department/Division: Policy and Partnerships

Director: Stephen Haynes Date: 3rd June 2019

Comment :

PLEASE ANSWER THE FOLLOWING QUESTIONS:

In completing this impact assessment, you should where possible, refer to the main documentation related to this decision rather than trying to draft this assessment in isolation. Please also refer to the attached guidance.

STEP 1: DEFINING THE ISSUE

1. Summarise why you are having to make a new decision

On the 21st of January 2019, Cabinet agreed recommendations to allocate £1,977,189 from the total budget of £2,644,718 for Voluntary Sector specialist, main and holiday play scheme grants to be delivered in 2019/20. Cabinet also agreed that £170,000 should be ring-fenced specifically for Small Grants, playschemes and Community Chest grants, and that this should be awarded via grant rounds during the year. The recommendations that this Equality Impact Assessment considers cover the second allocation of this Small Grants budget. Small Grants were introduced in 2013/14 following a grants review consultation and were designed to respond to specific feedback about the need to make the Voluntary Sector Grants Programme more inclusive and accessible for newer, smaller or more community based group.

Each application has been scored by an assessor from the Council or a partner organisation from the VCS. The application scores were then reviewed to ensure parity and consistency of scoring across assessors. The applications were then reviewed by the same assessors at a panel meeting, and recommendations agreed.

2. Who are the main people that will be affected? Consider staff, residents, and other external stakeholders

The primary group of people affected are residents who benefit from grant funded programmes. The other people affected are staff and trustees of voluntary and community sector organisations. The main focus for this assessment is on the residents who benefit from the grants programme. In order to describe the main people affected, the profile of beneficiaries from grant programmes is considered alongside the profile of the general population in Hackney which is published here:

<http://www.hackney.gov.uk/Assets/Documents/Hackney-Profile.pdf>

The profile of beneficiaries is from 2017/18 monitoring: we ask groups and organisations who receive funding to tell us about the profile of people who have benefited from using the services offered or the projects and activities run, as this helps provide a picture of who is benefiting from the Community grants awarded.¹ It is worth noting that the profile of beneficiaries from grant programmes is unlikely to match the general population because of programme priorities which lead to children and young people being over represented in the profile of beneficiaries.

Residents who benefit from grant funded programmes, staff and trustees of voluntary and community sector organisations. A profile of the people who

benefited from taking part in the projects and services in 2017/18 is provided below:

Across the main, small, specialist and holiday play scheme grants

We ask groups and organisations who receive funding to tell us about the profile of people who have benefited from using the services offered or the projects and activities run, as this helps provide a picture of who is benefiting from the Community grants awarded. The equality information provided by community groups and organisations on the age, ethnic background and gender of beneficiaries is set out in the charts below.

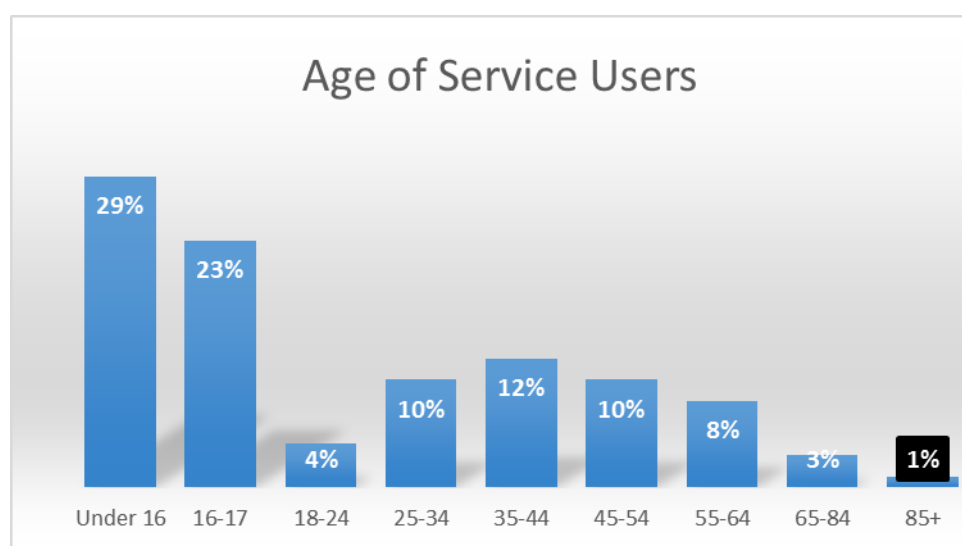
There were significant gaps in the service user data provided by grantees which make it difficult to draw conclusions about those who benefited from the grant funded activities. The level of data provided varies between protected characteristic, with particular gaps in the ethnicity data. These gaps are due to the nature of some of the projects delivered through the grants programme, such as community events, as well as the data recording systems used by the grantees.

Given the underreporting, the analysis of service user data in this report does not reflect the known targeting of grant funded projects which work with a high number of different community groups; it also does not reflect feedback from grantees about the people who accessed the projects.

We will continue to review our data collection form and guidance notes and work with organisations and community groups who are awarded grant funding to improve the collection of service user data.

A profile of project beneficiaries

Age Profile – Table 1



Of the known data (27% known), grant funded projects were used by residents of all ages with the greatest percentage being those aged 16 and

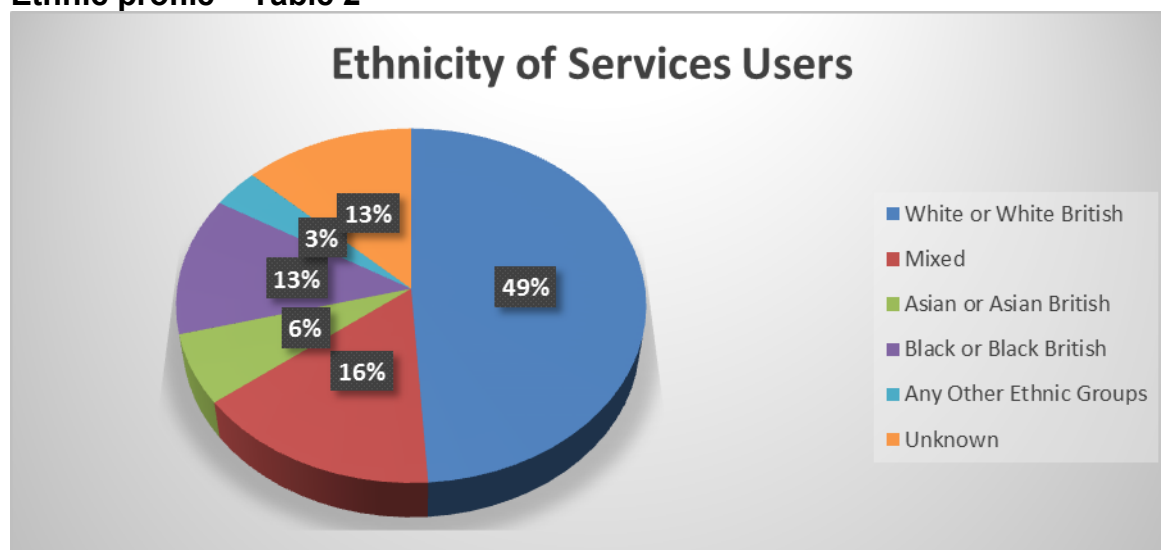
under. Some 12% of project beneficiaries were aged 55 plus. Those aged 18-55 made up 36% of beneficiaries (Table 1).

The known age profile of project beneficiaries is greater for Hackney's younger population where 25% of the population are under 18 years old. Whilst 61% of Hackney's population is aged between 18-55 years old, 36% of beneficiaries of project beneficiaries were within the age group. The beneficiaries of projects for people over 55 broadly reflects the borough profile of 14%. However it is difficult to draw accurate conclusions from this level of data.

Gender Profile

The data for known participants suggests there were slightly more females than males participating in grant funded activities, 57% females, compared with 43% males. However is difficult to draw accurate conclusions from the level of data provided.

Ethnic profile – Table 2



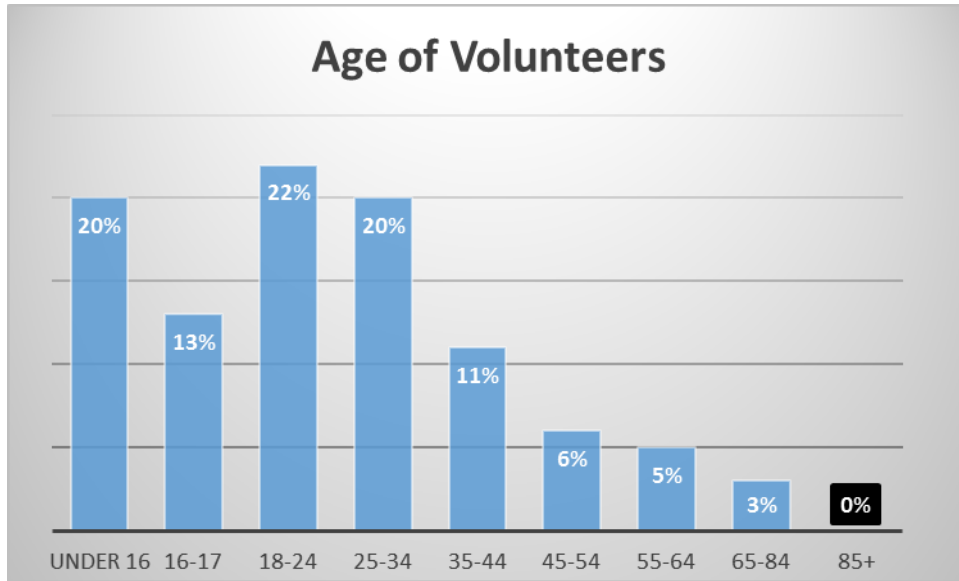
% of beneficiaries by ethnicity

Ethnicity data was provided for 87% of project beneficiaries which makes it difficult to draw accurate conclusions about the ethnic background of the people who accessed grant funded projects and services.

The available data shows that 56% of beneficiaries whose ethnicity is known were White British with the second largest group identifying as Mixed. Some members of the Turkish and Kurdish communities in Hackney may use any other ethnic group's categories such as Arab, to describe their ethnic origin.

A profile of the volunteers involved in running the projects and services

Age profile of volunteers – Table 3



% of volunteers by age

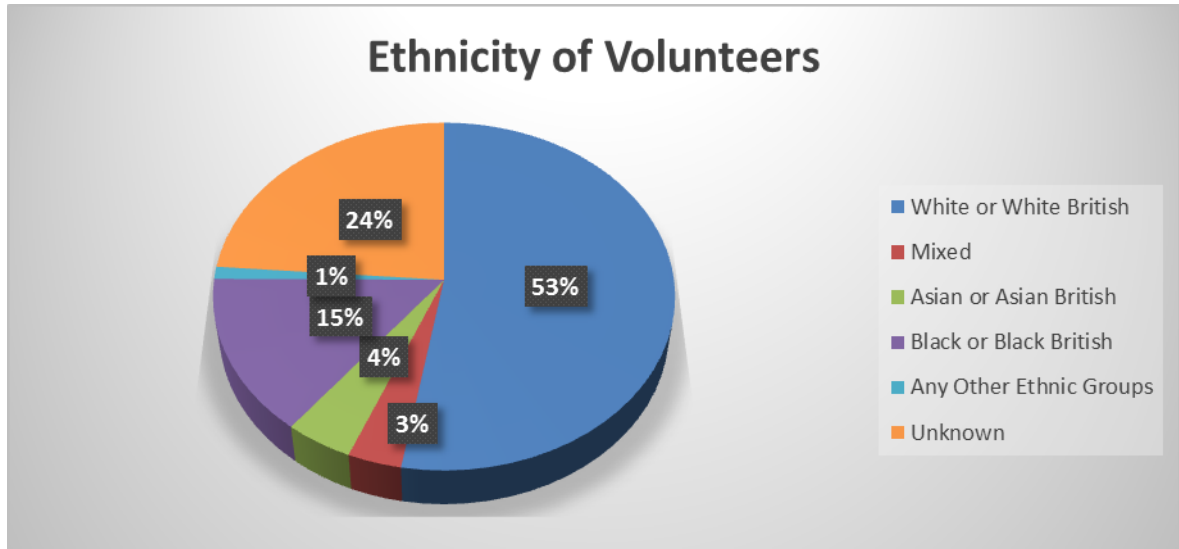
Just over 1,733 people volunteered to help run grant funded projects. Table 3 above provides a breakdown of volunteers by age.

The majority of volunteers involved whose age was known were between the ages of 18 and 44, which are the age bands with the largest proportion of Hackney's population. Of those who volunteered, 8% of people were over 55 years, which suggests grant funded projects provided some opportunities for older people to be involved in community life which helps reduce social isolation (Table 3). Although the age of 26% of volunteers was not reported the high numbers provide a fairly reliable picture.

Gender profile of volunteers

Of those whose gender was known, there were more female volunteers recorded than male volunteers, 68% compared with 31%. 1 volunteer had gender identity different to the sex assumed to be at birth.

Ethnic background of volunteers - Table 4



% of volunteers by ethnicity

Data on ethnic background was provided for 85% of the volunteers who worked on grant funded projects. However, the proportion of volunteers where ethnicity was known from White British and Any Other White backgrounds was higher than for the borough as a whole, 69%, compared with 55%, while the proportion of volunteers from Black communities was disproportionately lower, 19% compared with 23% of the population overall. The ethnicity of 24% is unknown.

Grants review 2015

The programme was previously reviewed four years ago and a number of changes made following consultation with key stakeholders and partners. It was therefore timely to undertake another review to ensure that the programme remains fit for purpose in the future and reflected the new Compact.

Consultation undertaken with funded groups as part of the 2014/15 year grant evaluation included questions about the impact of their project activity, the difficulties they encountered along the way and the lessons they learnt from the project. The policy team also carry out annual monitoring visits to grant funded community projects and staff made similar observations about what works, what impact the projects have and what barriers and pitfalls projects have to deal with.

Using the insight gathered and building on the known strengths of the sector and its ability to deliver borough wide priorities, a new set of strategic priorities was used as a focus for open grants:

- Promote social inclusion, encourage independence and develop personal resilience

- Build positive relations between different groups and communities that will maintain the high levels of community cohesion in Hackney

In order to provide further clarity on the application of the new priorities the Council provided guidance on who it is important for the funding to reach and support by focussing on:

- improving the lives of people living in difficult circumstances;
- supporting and enabling people with complex needs;
- working with people who would benefit most from improved health;
- alleviating the impacts of poverty;
- Improving the lives of disabled people and or older people;
- Tackling inequality;
- Breaking harmful and chaotic cycles in people's lives;
- Enabling engagement and an active voice for those least likely to be heard.

Once initial proposals had been scoped consultation was undertaken through an on-line survey and a series of focus groups hosted by Hackney Council for Voluntary Services (HCVS) to ensure that they resonated with the sector and would achieve the required outcomes. An open on-line survey for residents was undertaken via the Council's website once consultation with the sector was concluded.

The new priorities were largely well received by the VCS which reflects the fact that the Council built on their earlier consultation feedback in the development process. Much of the feedback received during the engagement process reflected the sectors ideas and comments for how the new priorities and focus for the grants programme could be successfully implemented. A Funder Plus model of support in the first year and early consideration of how the new priorities were translated into the application process have helped to ensure that the transition was well managed.

The language of the priority relating to cohesion was changed as a result of feedback from the VCS. The redrafted priority is now clearer in describing the outcomes required relating to the building of community relations through VCS intervention and that whilst the borough does enjoy high levels of cohesion these need to be maintained.

Feedback on the guidance on who it is important future funding and support should reach identified two new areas that were included. One relates to the breaking of harmful cycles in people's lives, a key outcome related to the building of personal resilience and independence. The other relates to ensuring active engagement and a voice for those that are disadvantaged and vulnerable in our communities.

Engagement in relation to 2019/20 funding round

Officers from the Council and partners from the voluntary and community sector have worked together and used their knowledge and expertise from the relevant service areas to reach these recommendations. Each panel

considers applications against the priorities and objectives and the panel is configured to include the relevant areas of expertise and knowledge from across the borough.

Involvement in assessment

Officers from the across the Council were selected to reflect a breadth of areas including knowledge such as community cohesion and adult social care. Several voluntary sector representatives were also part of the assessment panel.

3. Equality Impacts

This section requires you to set out the positive and negative impacts that this decision or initiative will have on equalities.

Detailed information on how to consider the impacts on equalities is included in 'Guidance on equalities based planning and decision making' which can be downloaded from the intranet here.

4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

The grant investment is intended to support residents from across Hackney's diverse communities including groups who share different equality groups. All of the grant applicants are required to describe the needs they seek to address and how they can evidence this. They are also asked to demonstrate how they contribute towards at least three of the grant programme's equality aims:

1. The lives of people living in difficult circumstances are improved
2. People with complex needs are supported and enabled
3. People with the worst health are supported to improve their wellbeing
4. The impacts of poverty are alleviated
5. The lives of disabled people and or older people are improved
6. Inequality is addressed
7. People are supported to identify harmful patterns and take steps to change
8. Those least likely to be heard are engaged and have an active voice

Grant applicants are also asked if they work specifically with any particular equality group and also with the following higher need groups: looked after children, ex-offenders, job seekers, those on a low income, homeless people, refugees and asylum seekers and substance mis-users.

The programme continues to invest in services for particular communities although the panel have carefully considered the budget available to ensure an appropriate balance between investment for generic services which can be accessed by all residents and those that are targeted at particular communities.

In order to meet new emerging needs, support innovation and reach new communities it is important to ensure that some organisations are funded who have not been funded in previous years. For this round eight out of seventeen of the recommended applications are from organisations that have not been funded by the Hackney a Place for Everyone Grants Programme. This year the programme is funding targeted projects which reach the following groups:

Age	<p>Four projects will be working with children and young people under the age of 24. Two of these will be working with children and young people under the age of 18.</p> <p>Seven projects will be working with adults only with one of these only working with people over 50. One of these projects will enable elderly people, including those suffering from limited mobility, isolation or dementia, to participate in activities that will improve their social inclusion, independence and personal resilience.</p>
Disability people	<p>Six projects will be working with disabled people. These include a project delivering a course of 12 weekly choir sessions and another project providing netball and music sessions for 20 women with disabilities.</p>
Ethnicity	<p>The recommendations include four targeted projects including one that will deliver a cultural event during Black History Month organised by young people as part of a wider training and development program.</p>
Gender	<p>There are five projects working specifically with females and one specifically with males. One project working with women is for menopausal women to share experiences of menopause and increase their knowledge. Another project gives voice to African heritage women affected by domestic or sexual abuse and the opportunity to express themselves through art culture and performance while learning transferable skills.</p>
Gender identity	<p>There are no projects working with gender identity.</p>
Pregnancy	<p>There are no projects working specifically with women who are pregnant or have recently had a baby</p>
Religion	<p>There are two projects working with Orthodox Jewish communities. All other projects are universal. The grants programme does not fund projects or services which enable organisations to further their religious beliefs specifically with religious communities.</p>
Sexual orientation	<p>There are no projects working with sexual orientation</p>
Other groups	<p>There are several projects working with people who have higher needs including;</p> <ul style="list-style-type: none"> Seven projects working with people with mental health issues Two working with ex-offenders Seven projects working with people on a low income Two projects working with unemployed people seeking work Three working with people with caring responsibilities One working with substance mis-users Two working with people affected by domestic violence Three working with refugees and/or asylum seekers

4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

The table provided under 4(a) shows which equality groups will benefit from the small grants programme through targeted work and conversely which equality groups are not covered by any targeted work. The Council cannot fund every organisation that applies for funding due to the budget available and the competitive nature of any grants programme means that the recommendations are subject to variation each year. So if there are no high scoring projects that supported a particular community in need, this need would not be met through the grants programme. The ways that we have considered and mitigated these negative impacts is described under 5 and 6.

STEP 3: REACHING YOUR DECISION

5. Describe the recommended decision

The recommendation is that **Cabinet approve the following list of grants:**

Organisation Name	Small Grant / Holiday Playscheme	Project Title	Request Amount
Express Tuition Ltd	Small Grant	We will provide free beginner level English courses over 7 months for 66 unemployed and disadvantaged immigrant people in Hackney by using a specific teaching method which will encourage learners to be confident speakers.	£5000
Hands Inc.	Small Grant	This project provides menopausal women a supportive space to explore and share experiences of menopause, increasing their knowledge, so that they are better able to understand their choices for managing a healthy transition through menopause.	£3460
Outdoor People	Small Grant	Wild Walks Volunteer Training Programme - we aim to expand our successful Wild Walks programme and increase the number of direct beneficiaries through volunteer-led Wild Walks.	£1730
Hackney People First	Small Grant	This grant will fund monthly forum meetings for adults with learning disabilities to tackle social isolation and provide them with opportunities and support to be involved in local council consultations, planning, and co-production activities.	£4994

The Huddleston Centre in Hackney	Small Grant	A course of 12 weekly choir sessions for 10 of our members to come together and learn a mixture of contemporary pop songs and world music with a professional Choir leader.	£4790
Social Material CIC	Small Grant	An alternative qualification / certificate for individuals with significant mental illness, learning difficulties, and / or history of criminal offending; including weekly creative workshops, one-to-one support, exhibition visits and an awards ceremony.	£4940
Xenia	Small Grant	Outreach, planning and facilitation of 13 workshops bringing together diverse women (including long term residents, migrants and refugees) to participate in activities that promote community cohesion and increased awareness of their local area.	£4998
Wipers Youth C.I.C	Small Grant	The Ether Programme - a fun interactive Leadership and Personal Development workshop to support BAME young men in building their personal resilience, independence and social inclusion.	£2990
Schonfeld Square Foundation	Small Grant	This Program will enable elderly people, including those suffering from limited mobility, isolation or dementia, to participate in activities that will improve their social inclusion, independence and personal resilience.	£5000
Community Centre for Refugees from Vietnam, Laos & Cambodia	Small Grant	Garden of Hope Project: Older people Garden club promoting friendship building and self-initiated activities to improve social inclusion for vulnerable adults aiming to give resilience supporting a richer quality of life within the community.	£4960
Hackney Wick FC	Holiday Playscheme	Sport into social action will be holiday playscheme to stop unstructured activity for at-risk and deprived young people within the borough, through football and social action campaigns to help create diversion away from anti-social behaviour	£5000

MISGAV	Small Grant	Weekly netball and music sessions for 20 women with disabilities, to encourage their inclusion, independence and well-being by fostering relationships with each other and non-disabled community members, and by enhancing their physical/emotional health.	£4960
Sistah Space	Small Grant	Ain't I a Black Woman. This initiative gives voice to African heritage women affected by domestic or sexual abuse the opportunity to express themselves through art culture and performance while learning valuable, transferable skills.	£5000
Badu Community CIC	Small Grant	A Cultural Event during Black History Month organised by our young people as part of their training and development program. With a series of workshops for our service users around diversity and respecting others.	£3850
Hacquenye Football Club	Small Grant	We are planning to organise a healthy lifestyle program for the girls who are between 14-17 years old and live in Hackney, to help them to choose healthier foods and spend more time being active.	£4850
		Total	£66,522

We took the following actions to ensure that the grant investment is planned and delivered to positively benefit as wide a range of equality groups as possible and to mitigate negative impacts:

- The programme was advertised widely across the VCS in Hackney using the VCS networks, the Council's website and social media.
- Workshops and surgeries on the applications process were also run by Hackney CVS. Officers from the Policy Team also attended workshops to share information about where to find published evidence and advice about collecting additional evidence locally.
- The assessment process has taken into account (as far as possible) the needs of groups with protected characteristics and the impact on Hackney's communities. Based on the information provided by applicants and the expertise of the panel, decisions have been made to reflect this.
- There are also further opportunities for a range of organisations and groups to apply for funding at different intervals throughout the year.

For 2019/20 there is another round of Small Grants and two rounds of the Community Chest grants. This has a focus on the equality objective to 'Foster good relations by building a strong sense of community, neighbourliness and pride' also provides opportunities for very small groups to deliver activities which further cohesion within Hackney.

- To support a final moderation, we analyse the level of investment which is approved for projects that state they work with particular equality groups and identify if there are any concerns or gaps and whether any applications should be reconsidered. The following observations are made:
 - There is one project that works specifically with LGBT or transgender residents
 - There are no projects that work with pregnant women or those who have recently had a baby.
 - There are nine projects that work with low income groups
 - There are twelve projects that work with higher need groups
- Given this is a competitive small grants programme we did not recommend that any changes were made to the final allocations as the applications that were just below the threshold for approval did not address these gaps either. An action to consider how we promote the grants programme is included in the action plan to take account of these observations.

STEP 4 DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

6. Equality and Cohesion Action Planning

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones	Lead Officer
1	Organisations provide information on how they are using the investment to contribute to the Council's equality objectives.	Organisations are required to demonstrate this in the delivery of their service and evidence will be required as part of the monitoring process.	Evidence of how the grant investment has contributed to achieving the equality objectives.	Each application process	Grants manager

2	Where possible, organisations are encouraged to access alternative sources of funding.	HCVS is funded to deliver funding advice and organisational support.	Organisations use support to strengthen their applications for alternative sources of funding.	Ongoing	Community Investment and Partnerships Manager
3	There are further opportunities to diversify investment within the sector to reach smaller community based organisations through a further round of small grants budget and introduction of community chest grants.	There will be a further round of Small Grants and Community Chest grants for 19/20	Future rounds will be widely promoted and will be monitored by equality groups to assess if they are diversifying investment.	Each application process	Grants manager
4	Ensure that the investment is monitored and analysed by equality groups.	Analyse outcomes each year by equality groups to ensure spread of investment.	An outcomes report will be produced and reviewed in order to inform future priorities and programmes and to inform the ways that we promote the programme to address gaps and issues.	July 2019	Grants manager and Community Investment and Partnerships Manager