Hackney

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 Equalities 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:

Voluntary and Community Sector Grants Programme 2020/21

Purpose of this Equality Impact Assessment:

To ensure that recommendations for the 2020/21 Voluntary Sector Grants Programme 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:**
Comment :	

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1.   **Please summarise the service, function, policy, initiative or saving.**
Describe the key objectives and outcomes you expect. Make sure you highlight any proposed <u>changes</u>.

The investment made through the 2020/21 VCS grants programme will contribute to delivering services that help to reduce inequality and achieve better outcomes for some of the boroughs most vulnerable residents.

The draft available budget for grants in 2019/20 is £2,644,718. £2,164,785 has been awarded for the Specialist, Social Welfare Advice and Main Grants (including Holiday Playscheme). £170,000 is available for small grants (including a ring-fence of £50,000 for Holiday Playschemes) and Community Chest Grants which will be awarded during further application processes.

Each main grant application has been scored individually against a set of gateway questions by three assessors from the Council or a partner organisation from the VCS. Assessors contributed their expertise from a range of service areas which reflect the priorities for the grants programme. The assessors then met as a team to review their individual scores and agree a moderated score for each application. These scores were then reviewed to ensure parity and consistency of scoring across assessor teams and objectives. Those applications that passed the gateway assessment were then scored against a second set of questions following the same assessment process.

A panel of senior officers and representatives from the VCS then met to review the applications that passed the second stage of questions and make recommendations. Applications were considered by their impact in meeting the grants priorities and equality objectives and they also considered the application score.

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

Residents who benefit from grant funded programmes, staff and trustees of voluntary and community sector organisations. A profile of the people who have benefited from taking part in the projects and services in 2018/19 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 makes it difficult to draw conclusions about those who benefitted 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. A table has been presented showing the comparisons of known and unknown data across characteristics.

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.
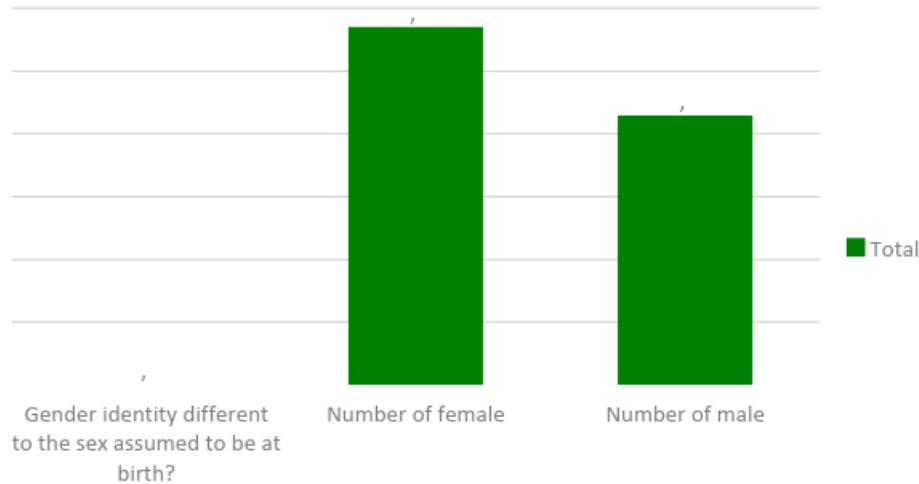
Age of service users
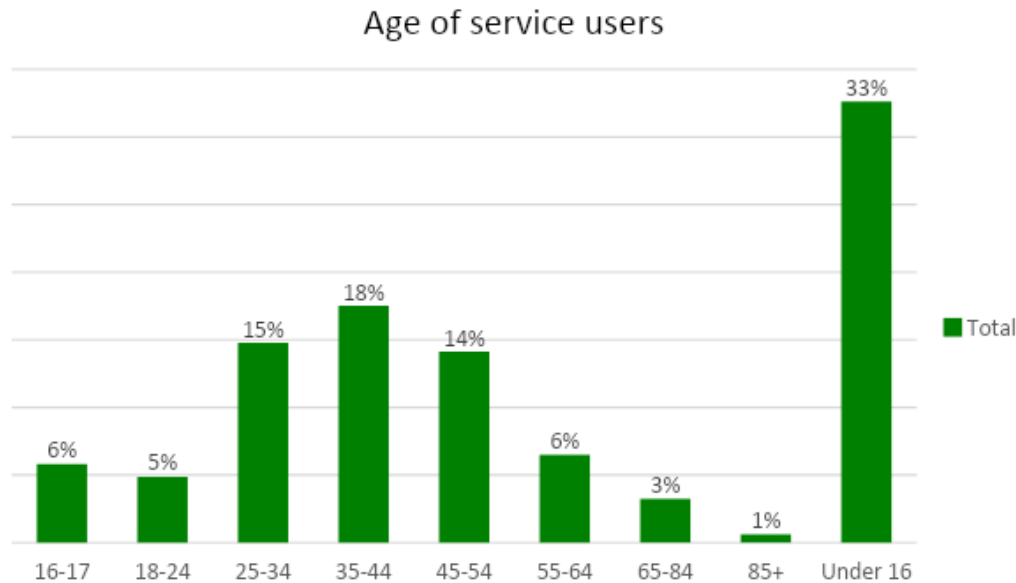
Of the known data (*n*=144,782), grant funded projects were used by residents of all ages with the greatest percentage being those aged 16 and under at 33%. 10% of project beneficiaries were aged 55 and over, an increase from the 17/18 period, while young people aged 25 and under made up 43% of the service user beneficiaries.

The known age profile of project beneficiaries broadly reflects the age profile of Hackney's population as a young borough, with a quarter of its population under 20. People aged over 55 make up only 15% of the population

Gender of Service Users

Gender of Service Users

Bar chart showing Gender identity different to the sex assumed to be at birth?, Number of female, and Number of male.
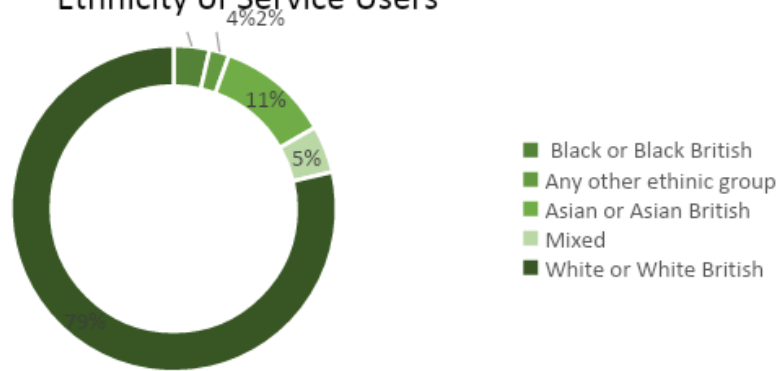
Data collected (*n*=145,691) on gender indicated that 57% of all service users identified as female and 43% identified as male.

38 people identified as a gender different to the one they were assigned at birth. This cannot be expressed as a percentage in this data set due to the low number (0%), however this is an important inclusion to represent the diversity of service users.

Ethnicity of service users

The available data (*n*=109,379) highlights that the largest known ethnic group was white or white British at 79%, followed by the Asian or Asian British community at 11%.

Ethnicity of Service Users

Legend:
- Black or Black British
- Any other ethinic group
- Asian or Asian British
- Mixed
- White or White British

(Chart labels: 4%, 2%, 11%, 5%)

The data gathered covers a wide range of ethnic groups including West, and Eastern Europeans, Australasians, and North and South Americans and is somewhat reflective of Hackneys population data for significant 'Other White', Black or Black British and Asian or Asian British communities.

Age of volunteers

956 people are recorded as volunteering their time to run grant funded projects. The available data on age suggested that 41% of young people under the age of 25 people were actively volunteering in funded projects.
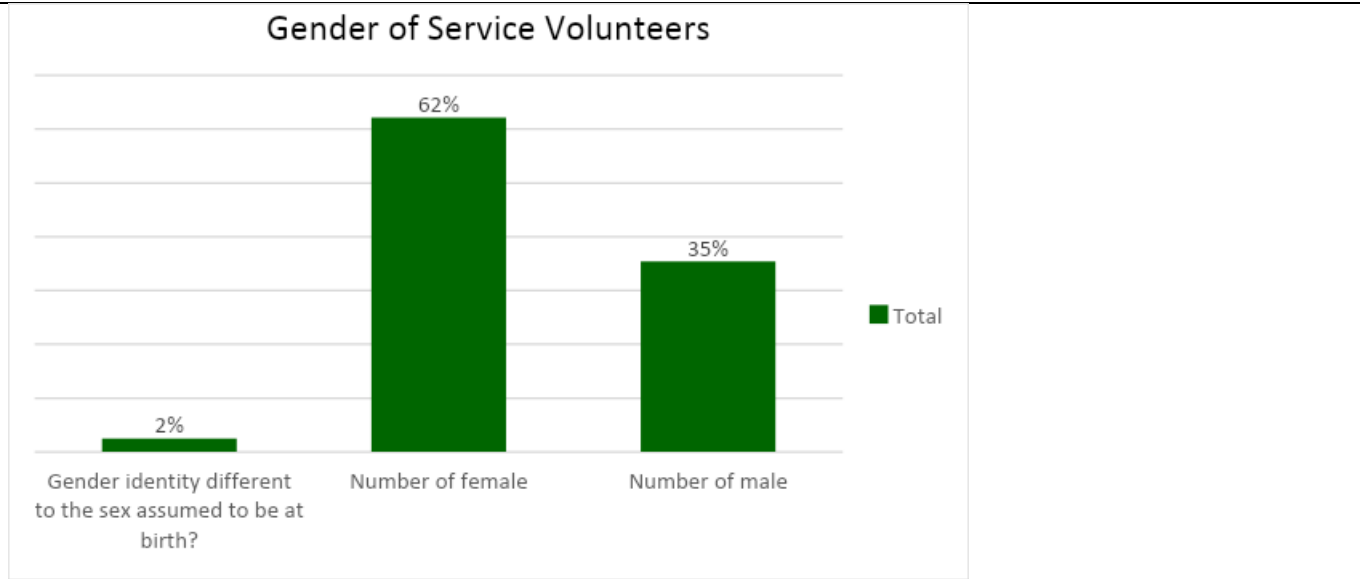
Age of Service Volunteers
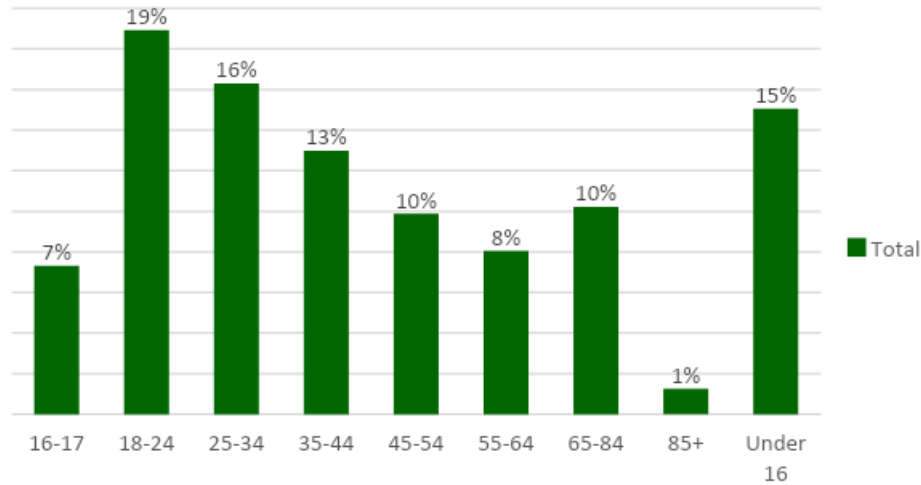
Further, the number of volunteers over the age of 55 has increased by 53% from 99 to 186 from the 2017/18 period.

Gender of Volunteers

The known data (n=1,091) on gender indicated that 62% of service volunteers identified as female and 35% identified as male. 2% of volunteers identified as a gender different to the one they were assigned at birth.
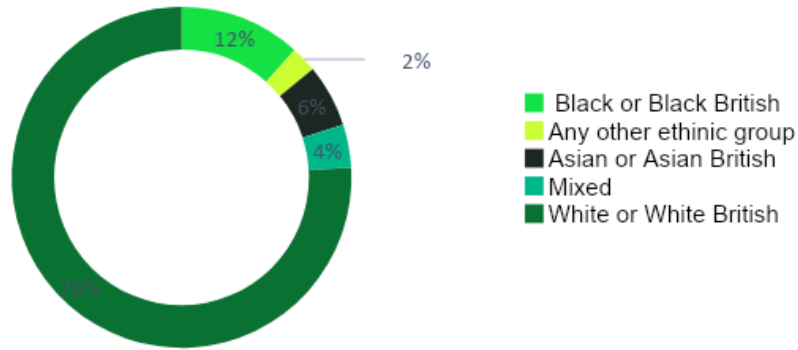
Gender of Service Volunteers

Gender identity different to the sex assumed to be at birth?	Number of female	Number of male
2%	62%	35%

■ Total

Ethnicity of Volunteers

The available data (*n*=1,088) highlights that 75% of volunteers were White or British White, with the second largest group being the Black or Black British community at 12%.

Both the volunteer and service user data suggest that a disproportionately large amount of beneficiaries were of White or White British ethnic origin compared to the wider Hackney population. However, it's important to consider the small sample size of known data.

Ethinic Background of Volunteers

- 12%
- 2%
- 6%
- 4%
- 70%

Legend:
- Black or Black British
- Any other ethinic group
- Asian or Asian British
- Mixed
- White or White British

Known and unknown data comparison

While the data analysis presented in the previous section represents known equality information to produce a snapshot of beneficiaries of grant funding, due to various reasons a significant amount of data has not been supplied. This occurs when the difference between the overall self-reported numbers of beneficiaries is different to the total number of data calculated from individual equality sets. The below table highlights these gaps and provides a percentage figure of the unknown data.

Comparison of known and unknown service user data

Totals	Service users	% Unknown Service Users
Total number ethnicity data provided	109,379	
Total number ethnicity unknown	**46,472**	**30%**
Total number gender data provided	145,691	
Total number gender unknown	**10,160**	**7%**
Total number religion data provided	25,250	
Total number religion unknown	**130,601**	**84%**
Total number age data provided	144,782	
Total number age unknown	**11,069**	**7%**
	155,851	

Comparison of known and unknown volunteer data

Totals	Service users	% Unknown Service Users

Total number ethnicity data provided	1,088	
Total number ethnicity unknown	**229**	**17%**
Total number gender data provided	1,091	
Total number gender unknown	**226**	**17%**
Total number religion data provided	674	
Total number religion unknown	**643**	**49%**
Total number age data provided	956	
Total number age unknown	**361**	**27%**
Total service volunteers	**1,317**	

From the tables above we can see that significant portions of the equalities data remains unknown and, while it provides insights into the types of beneficiaries, the provided data is not a holistic representation of the scale and scope of grant funding beneficiaries. As such, this data is not represented in the above analysis of service user and volunteer charts. The most significant gap is observed in the data provided for the religious orientation of beneficiaries, with 84% of service user data and 49% of volunteer data unaccounted for. For this reason this data has not been included in the detailed analysis in the above section.

3. What research or consultation(s) have been carried out? Please provide more
details, together with a summary of what you learned.

Grants review 2015

The Grants Programme has existed in its current format since 2016/17, following a review in 2015.

Extensive consultation was undertaken at different stages of the review. Firstly insight was gathered from evolution forms and annual monitoring visits to inform the redesign of the grants programme, including new priorities and the introduction on two year grants. Further consultation was then carried out to ensure the proposals resonated with the sector and would achieve the required outcomes. This included consulting voluntary and community sector organisations through an online survey and a series of focus groups hosted by Hackney Council for Voluntary Services (HCVS) as well as an open online survey for residents was undertaken via the Council's website.

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. 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. Two year grants were introduced following the consultation which highlighted how the one year timeframe for grants restricted the ability of the VCS to deliver against some of the priorities for the programme and the new Compact.

A grants review is planned for 2020 in order to respond to the findings of the engagement that informed the current VCS Strategy 2019-2022.

Engagement in relation to 2020/21 funding round
Hackney Council for Voluntary Service held 3 workshops for organisations interested in submitting an application to the programme between July and September. These workshops were delivered by officers from the Policy and Partnerships Team and some of the team at Hackney CVS. The workshops provided information on completing the application form, preparing a project budget, selecting and measuring outcomes and Hackney's shared evidence base. There were a total of 92 participants from 85 organisations.

Involvement in assessment
Officers from the Council and partners from the Voluntary and Community Sector, City and Hackney CCG, Hackney Learning Trust have worked together and used their

knowledge and expertise from the relevant service areas to reach these recommendations.

3. Equality Impacts

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

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 open 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 one or more of the new priorities and up to three of the equality objectives.

Grant priorities

- To promote social inclusion, encourage independence and develop personal resilience
- To build positive relations between different groups and communities that will maintain the high levels of community cohesion

Equality Objectives

- Deliver actions which aim to narrow the gap in outcomes between certain disadvantaged groups and the wider community

This equality objective is underpinned by a number of equality aims for the programme that we believe the VCS are best placed to deliver:
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

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. Ten out of 29 funded organisations have not been funded through the Main Grants programme in the last three years.

The main grants 2020/21 are funding targeted projects which reach the following groups:

Age
A higher proportion of targeted investment is on projects for children and young adults (0-25). This is because the grants programme includes funding for holiday playscheme grants and more applications were received that target young people and young adults. There are three projects working with older people (tackling loneliness and dementia support).

Disability and people with caring responsibilities
There are four projects working specifically with disabled people. These include arts and cultural projects as well as two working specifically with disabled people in the Orthodox Jewish community. Two projects are supporting parents and caregivers, with another supporting young care leavers.

Gender Reassignment
One project is supporting LGBTQI young people with gender and sexuality.

Ethnicity
Many projects are open to all ethnicities, however there are a few that are targeted to specific communities including five supporting the Orthodox Jewish Community, two supporting the Turkish/Kurdish Community, and two supporting the Black/Black British community. Two projects are supporting refugees and asylum seekers.

Gender
The majority of projects are open access and will be reaching beneficiaries of all genders. Six of the projects are specifically targeting women. These projects include victims of domestic abuse, upskilling women with English as an Additional Language, and supporting Orthodox Jewish girls with their transition to secondary school. One project is working specifically with disabled males.

Religion
The grants programme does not fund projects or services which enable organisations to further their religious beliefs. However, there are five projects working specifically with the Orthodox Jewish Community, with a further 3 supporting Muslim residents (largely from the Turkish and Kurdish communities).

Sexual orientation
One project is supporting LGBTQI young people with gender and sexuality.

Pregnancy and maternity
There are no projects targeting pregnancy and maternity although it is likely that some projects including working with parents and BAMER women will include beneficiaries in this group.

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

Where you identify potential negative impacts, you must explain how these are justified and/or what actions will be taken to eliminate or mitigate them. These actions should be included in the action plan.

It should be noted that the Council cannot fund every organisation that applies for funding due to the budget available and the competitive nature of any open 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. Furthermore as there was ring fenced funding specifically for activities benefiting children and young people the overall investment is skewed towards a younger age group.

Within these limitations we take 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, Hackney Today, the Council's website and social media.

● 	Workshops and surgeries on the applications process were also run by Hackney CVS.

● 	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. The information provided by the applicant organisations must also be of sufficient quality to enable the panel to make an assessment against the grant priorities and equalities objectives and the potential impact of the investment.

● 	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 this is compared with previous years.

● Finally, organisations can request a review of the recommendation through the vulnerability review process which provides a final level of scrutiny before the recommendations are approved by Cabinet.

● There are also further opportunities for a range of organisations and groups to apply for funding at different intervals throughout the year, through small grants and community chest grants. The latter have 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.

● Actions that continue to mitigate negative impacts are set out in the action plan.

5. Equality and Cohesion Action Planning

Please list specific actions which set out how you will address equality and cohesion issues identified by this assessment. For example,
●   Steps/ actions you will take to enhance positive impacts identified in section 4 (a)
●   Steps/ actions you will take to mitigate again the negative impacts identified in section 4 (b)
●   Steps/ actions you will take to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing the policy team (equality.diversity@hackney.gov.uk)

All actions should have been identified already and should be included in any action plan connected to the supporting documentation, such as the delegate powers report, saving template or business case. You need to identify how they will be monitored. The Assistant Director is responsible for their implementation.

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	Organisations are encouraged to use the vulnerability review process and explain the impact of the recommendations on particular communities.	Recommendations will be reviewed through the vulnerability review process, and impact on equalities groups will be considered again.	Number of Vulnerabil;ity Reviews received and the impact on recommendations as a result of reviewing the vulnerability review statements.	Each year before recommendations go to cabinet	Community Investment and Partnerships Manager
3	Where possible, organisations are encouraged to access alternative sources of funding.	HCVS and Interlink Foundation are 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

Remember

●   Assistant Directors are responsible for ensuring agreed Equality Impact Assessments are published and for ensuring the actions are implemented.

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

●   Make sure that no individuals (staff or residents) can be identified from the data used.