



## 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:**

Hackney Voluntary and Community Sector Grants 2022/23
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### **Purpose of this Equality Impact Assessment:**

To ensure that recommendations for the 2022/23 Voluntary Sector Grants Programme deliver services which are accessible to all, and that the investment actively contributes to achieving the Council's equality objectives.
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### **Officer Responsible: *(to be completed by the report author)***

<b>Name:</b> Lisa Atamian	<b>Ext:</b> 5563
<b>Directorate:</b> Chief Executive's	<b>Department/Division:</b> Policy & Strategic Delivery

<b>Director:</b>	<b>Date:</b>
<b>Comment :</b>	

### **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 changes.

The investment made through the 2022/23 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 available budget for grants in 2022/23 is £2,497,659. £1,147,333 has been awarded for the Specialist and Social Welfare Advice Grants. Cabinet also agreed that £550,000 should be ring-fenced specifically for Project Grants, Children & Young People's Grants 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 Project Grants, Children & Young People's Grants, and the first round of Community Chest grants.

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 groups. £550,000 is available for Project Grants, Children & Young People's Grants, and Community Chest grants. There will be a further 3 rounds of Community Chest grants this year.

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. End of Grants reports for 2021/22 applications are currently being submitted by grantees and therefore updated statistics on who has been supported by the programme over the last year can be provided for EIAs in future grants rounds later in the year.

When applications are assessed, equalities are also taken into consideration alongside the quality of the application and the project need. This includes looking at the geographical spread in the borough as well as protected characteristics including:

- Age
- Caring responsibility
- Disability
- Ethnicity
- Gender
- Pregnancy/maternity
- Religion
- Sexuality

**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 of 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 further grants review is planned for 2022 in order to respond to the findings of the engagement that informed the current VCS Strategy 2019-2022. Work is currently underway by Renaisi, a partner organisation, who are specifically looking at our Specialist Grants and Project Grants.

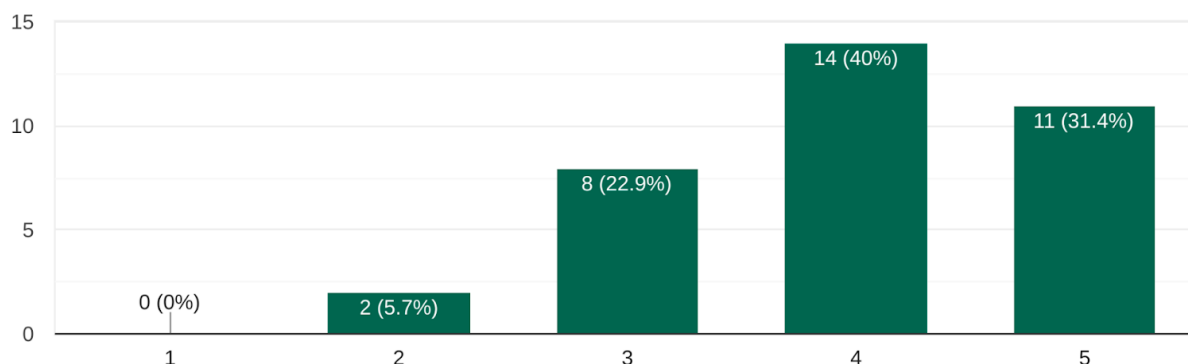
**Engagement in relation to 2022/23 funding round**

As part of the launch of the programme, the Grants Team held virtual information sessions about each of the grant schemes. The recordings of these sessions were made available on the website for people to watch. In addition to this, Hackney Council for Voluntary Service held 1-2 workshops for each of the grants schemes for organisations interested in submitting an application. These workshops were delivered by officers from the Grants Team and some of the team at Hackney CVS.

We have been seeking feedback on each stage of the grants process and are currently collating feedback from the application stage. Overall we have received positive feedback from applicants on the application process and guidance and supporting information provided by the team. There has been helpful feedback that can be taken into consideration for future rounds and a number of participants have offered to help in future feedback via focus groups and other methods. Overall, most applicants have had a positive experience in this round of applications, with 71% of applicants rating the experience positive, 22% neutral, and 6% negative.

Overall, how would you rate your application experience?

35 responses

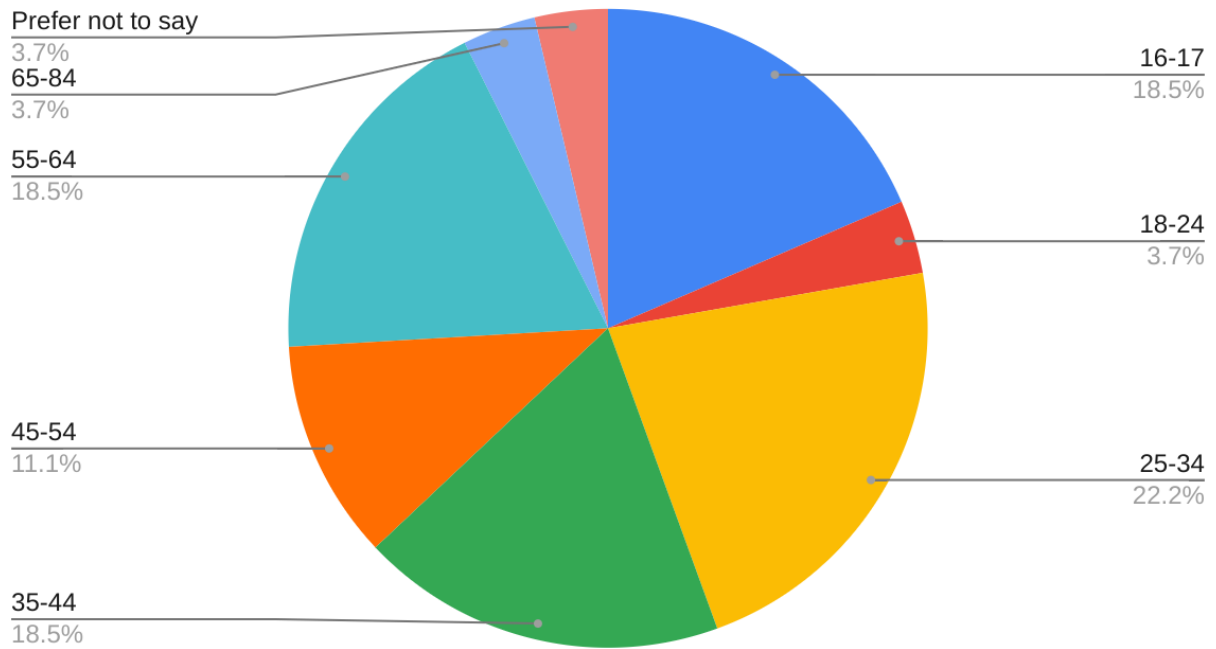


### **Involvement in assessment**

Officers from the Council, young people from the Hackney Youth Parliament, 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. For the first time this year we have tracked diversity and demographic information about our assessors to help ensure that our decision-makers reflect the diversity of our applicants. Although there is always more work that can be done in this area (particularly in having more diversity of gender, based on this year's findings), we are pleased with the initial findings and look forward to building upon these in future years. Some of the data shows us the following.

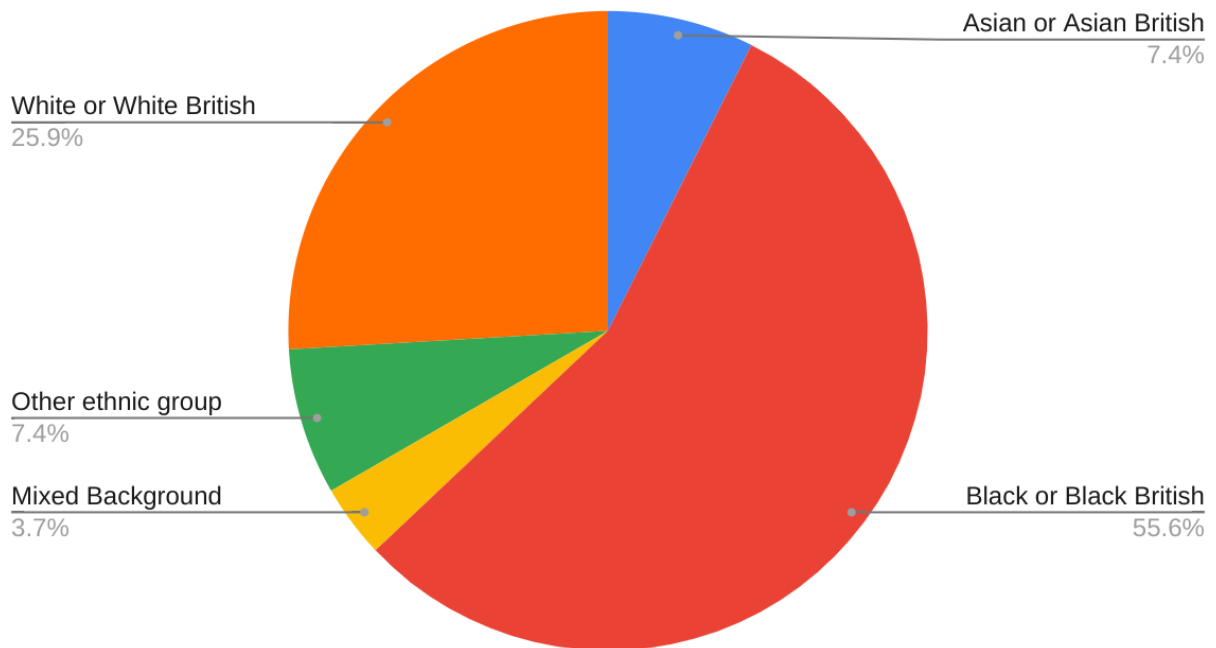
We had a fairly even spread across the age ranges from 16+. This was partly due to the fact that this year we worked with Young People to assess the Children & Young People's grants. The age group 65 - 84 had the fewest participants so we could do more to target older people in future.

## Age of Assessors



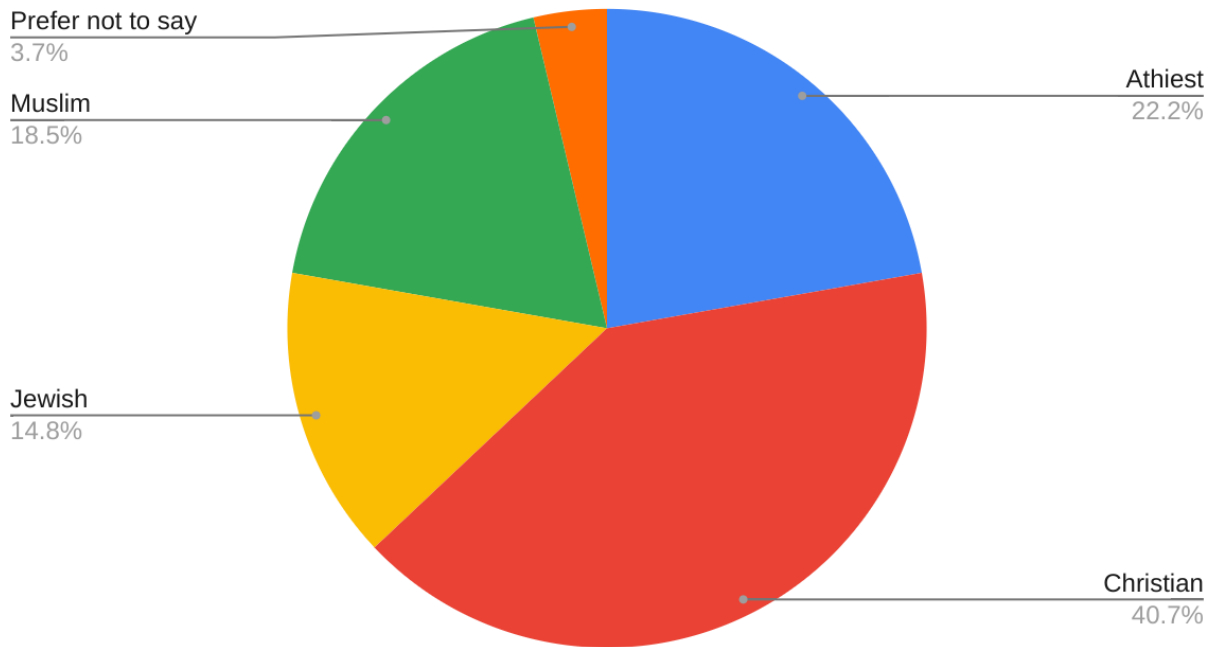
Ethnicity of Assessors was also fairly mixed, with the majority identifying as Black or Black British.

## Ethnicity of Assessors



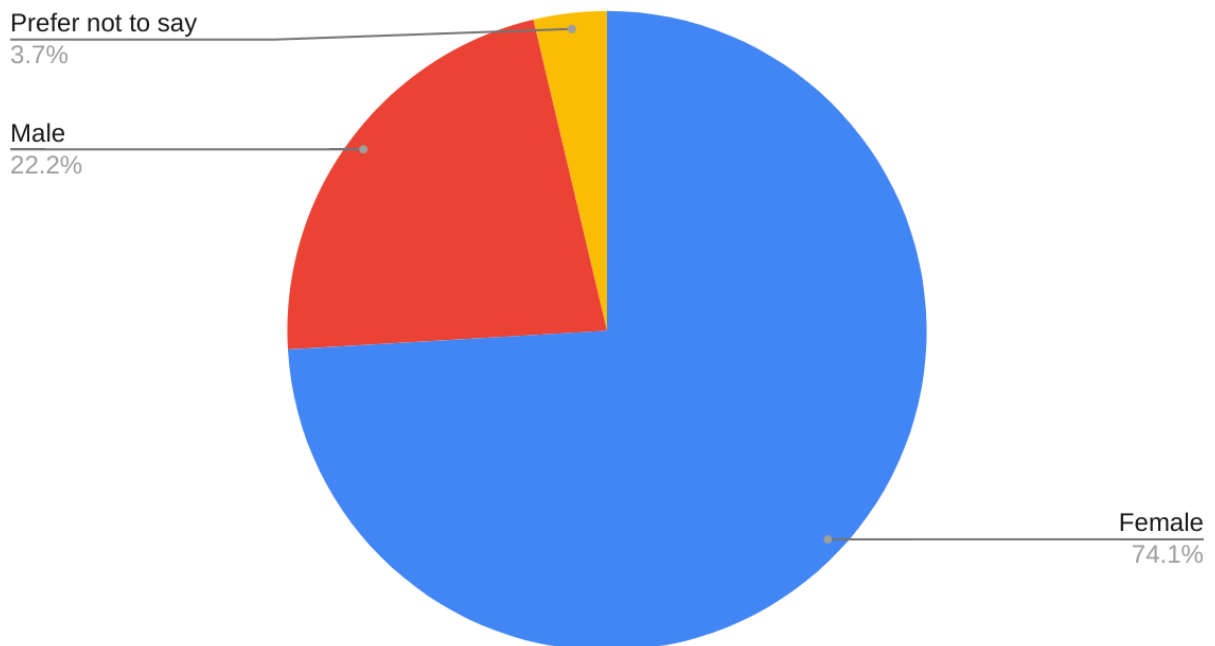
In terms of Religion & Beliefs most Assessors identified as Christian. Although no Assessors identified as Charedi, we did have 2 Assessors representing key Orthodox Jewish organisations.

## Religion or Belief of Assessors



As mentioned above, Gender diversity is something we will look to focus on in future rounds. Currently the Assessors are overwhelmingly female.

## Gender of Assessors



### 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 of the priorities and one 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

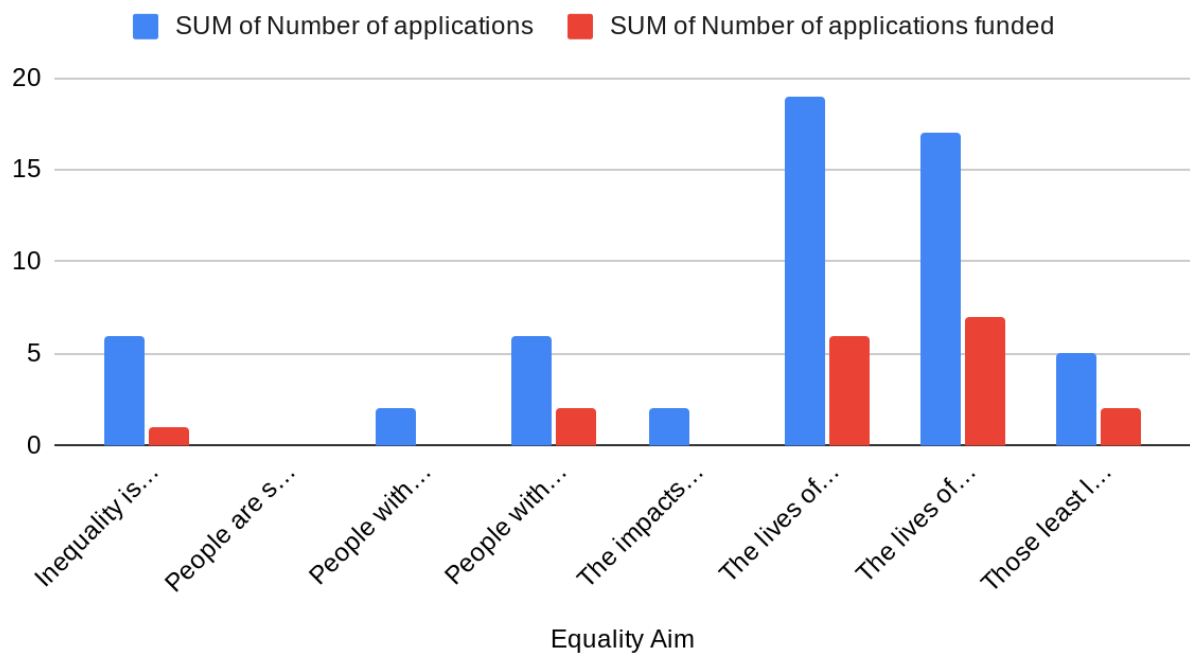
This equality objective is underpinned by a number of equality aims for the programme that we believe the VCS are best placed to deliver. The graphs below show the number of applications received and funded for each of these areas.

For the Project Grants there are:

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

Notably, no applications were received for the objective "People are supported to identify harmful patterns and take steps to change"

## Equality Aim (number)



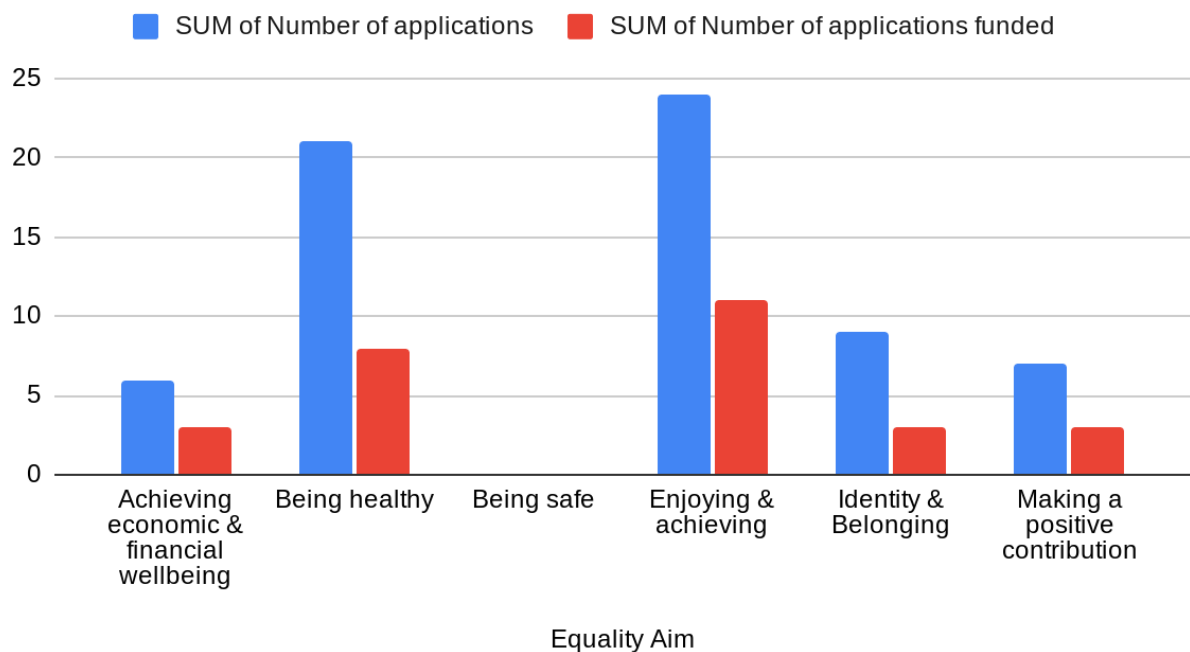
For the Children & Young People's Grants these are:

1. Identity and belonging
2. Being healthy
3. Making a positive contribution
4. Achieving economic and financial wellbeing
5. Enjoying and achieving
6. Being safe

Notably, no applications were received for the "Being Safe" category.



## Equality Aim (number)

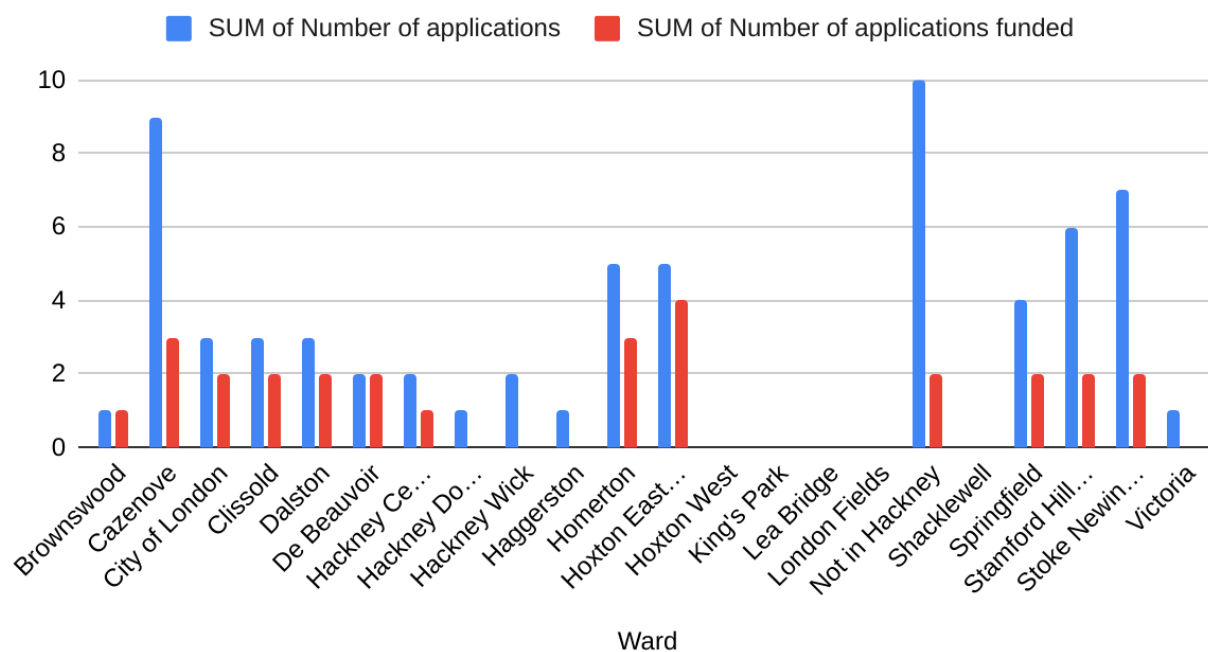


The programme continues to invest in services for particular communities, although the panel have carefully considered the budget available to ensure an appropriate balance between investment for generic services which can be accessed by all residents and those that are targeted at particular communities.

### Wards

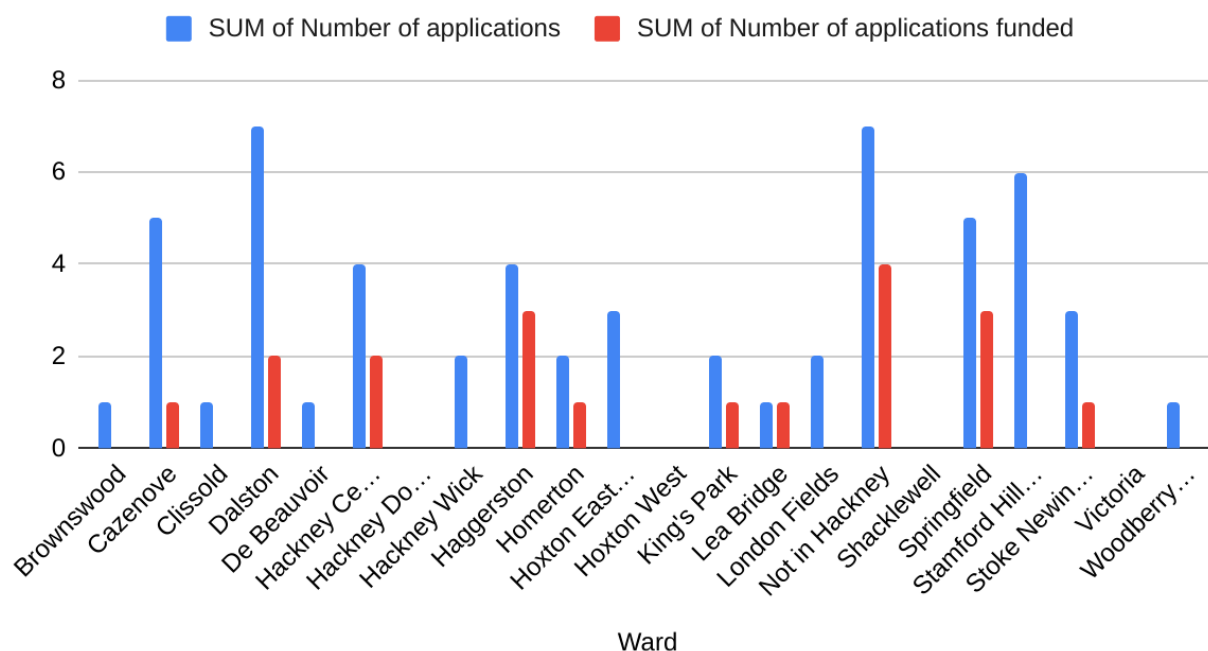
Geographical Spread is also a factor considered when making funding decisions, both in ensuring that there are a range of activities around the borough but also considering particular areas of deprivation within the borough. There were 5 wards that did not receive any applications from organisations based within that ward for the Children & Young People's fund: Hoxton West, King's Park, Lea Bridge, London Fields, Shacklewell. This may mean that organisations are not based in these areas, rather than they are not delivering in them. Despite the graph below showing that no applications were funded in Woodberry Down, one applicant discussed in their application that they were delivering their project in that ward, but they are based in the City of London. Therefore it is hard to draw too many conclusions from this information other than we generally received a good spread of applications from around the borough. The majority of applications were from organisations not based within the borough, but most grants awarded were from organisations within Hackney which shows that grants are being awarded locally as much as possible.

## Ward (number)



For the Project Grants the wards in which no applications were received were: Hackney Downs, Hoxton West, Shacklewell & Victoria. Additionally no projects were funded in Brownswood, Clissold, Hackney Wick, London Fields, Stamford Hill & Woodberry Down.

## Ward (Number)



## Organisation Size & Leadership

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

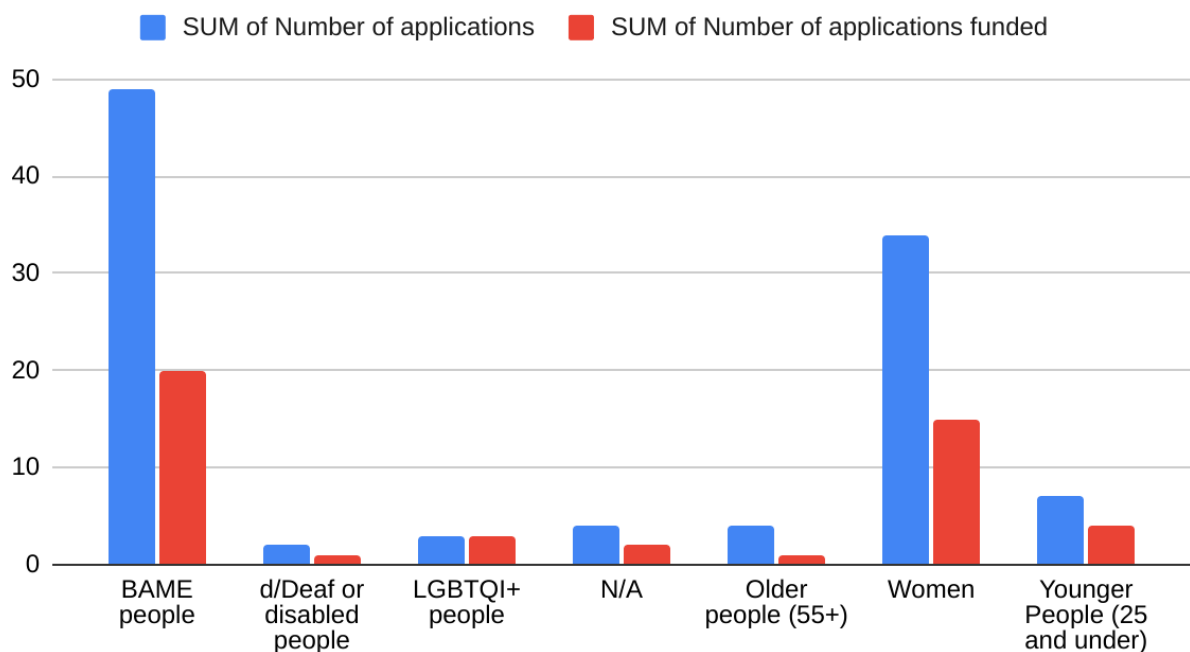
previous years. 28 out of 50 funded organisations have not been funded through the Grants programme in the last three years.

Part of the rationale of aligning Young Hackney's Lot 2 funding with the Grants Programme was to provide better opportunities for smaller and grassroots organisations to access funding. 79% of grants went towards organisations with an annual income of less than £25,000. For the Project Grants, this figure was 63%.

Organisational leadership is also information we have been collecting since last year as we know that minority-led and user-led groups often have the most powerful reach within the communities they serve.

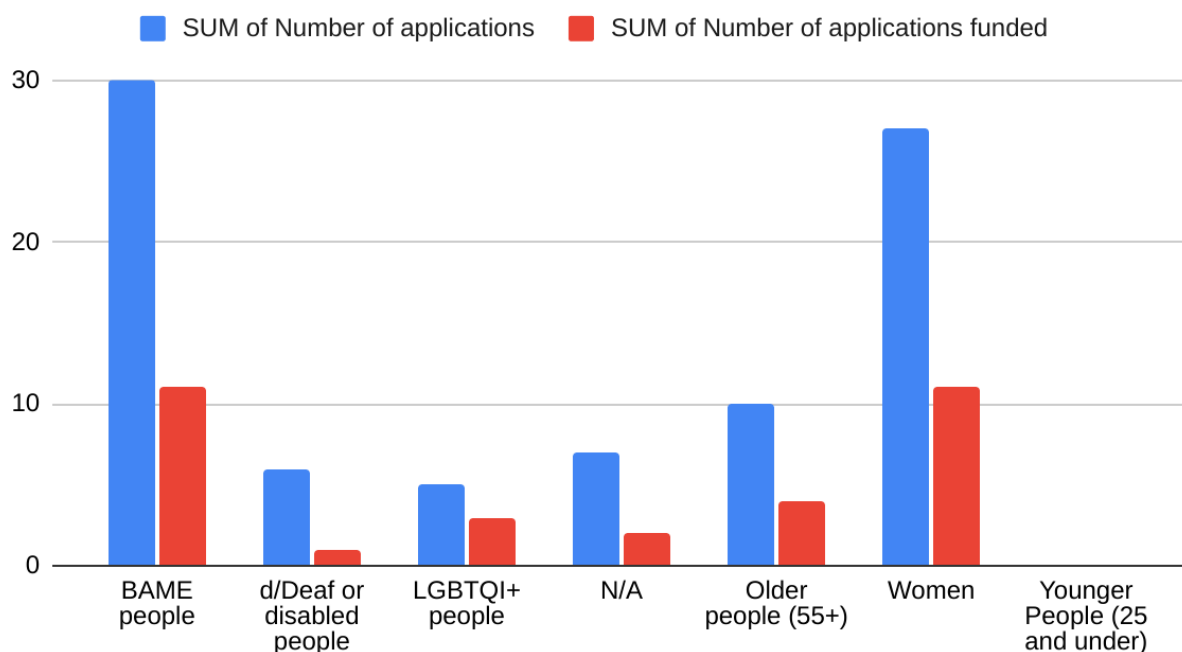
For the Children & Young People's Fund the only group that received a success rate of less than 41% (the average success rate across the programme) was Older People (25%) - this is not too surprising considering the fund is particularly focussing on Children & Young People.

### Applications by Leadership (Number)



For the Project Grants (which had a success rate of 33%), the only groups falling below this average were d/Deaf or disabled people (at 17%) and N/A (at 29%). Although the success rate of d/Deaf or disabled led groups is something that we will need to improve in future, it is reassuring that we are funding less groups who are not equalities led.

## Applications by Leadership (Number)

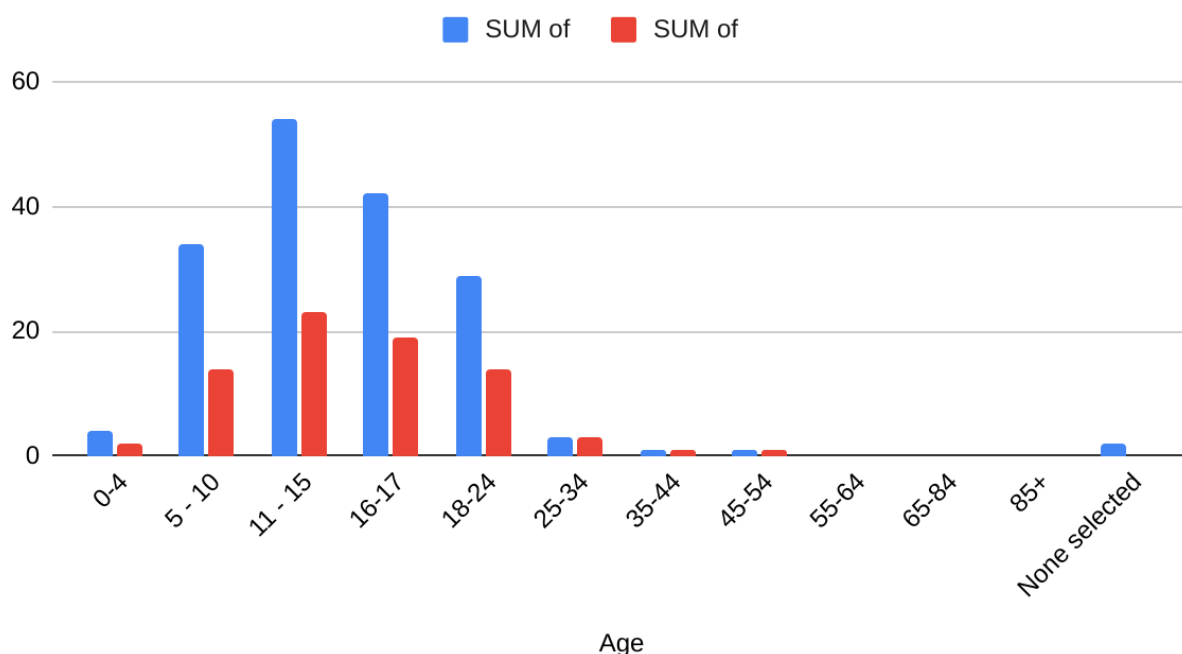


In addition to the equalities groups mentioned, we looked at a number of protected characteristics across the programmes.

### Age

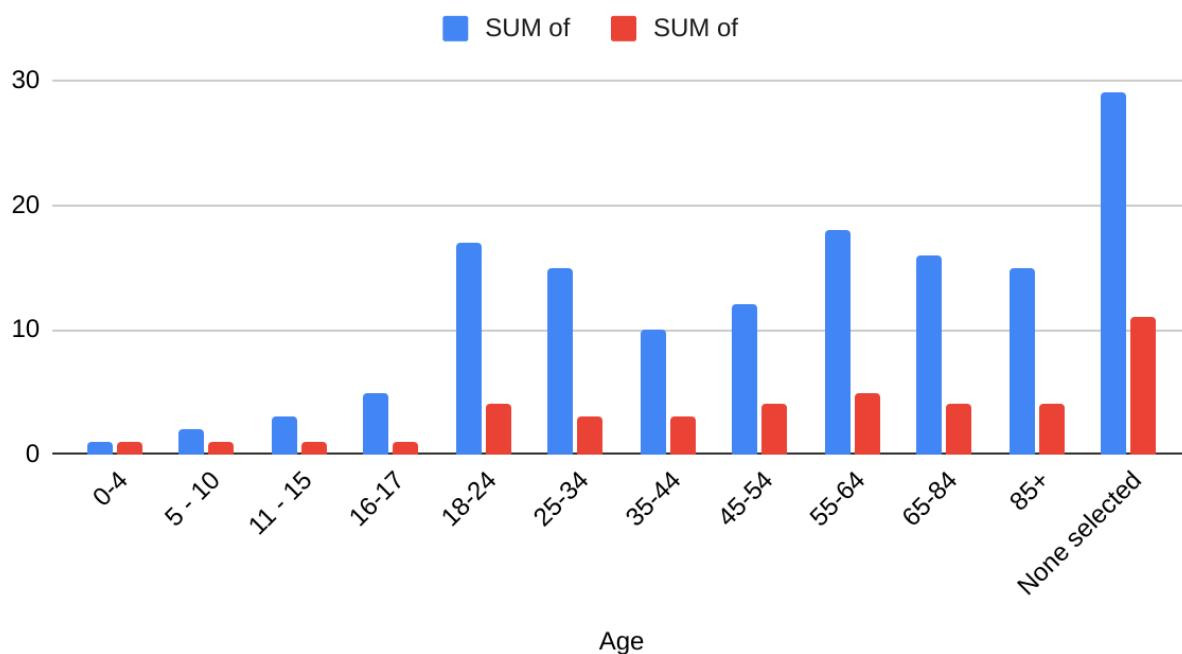
The Children & Young People's Fund was aimed specifically at people under the age of 25. The age spread across this range is fairly even.

## Age (Number)



For the Project Grants, there was a fairly even spread across age groups over 18.

## Age (Number)

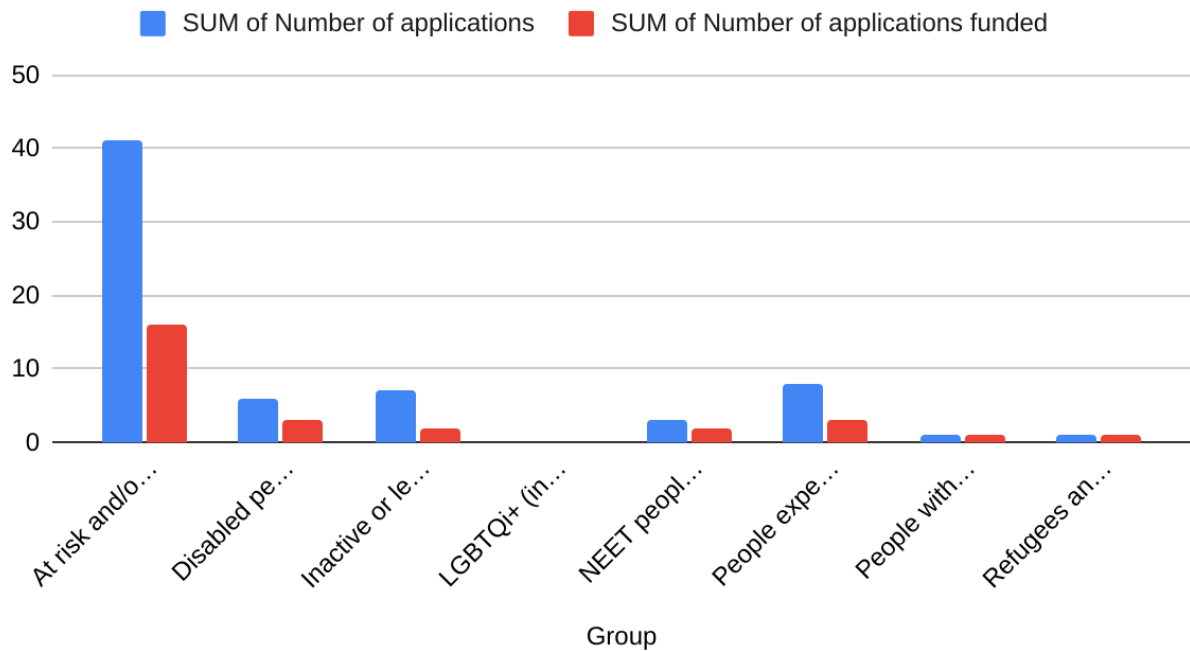


### Disability, People with caring responsibilities, Sexual orientation

For the first time this year we have asked groups to specify if their primary beneficiary group is “People with caring responsibilities” or “Disabled people or people with Special Educational Needs” or “LGBTQ+”. We are aware that disabled people and people with Special Educational needs should not necessarily be put together into one category and can look to change this in future if needed.

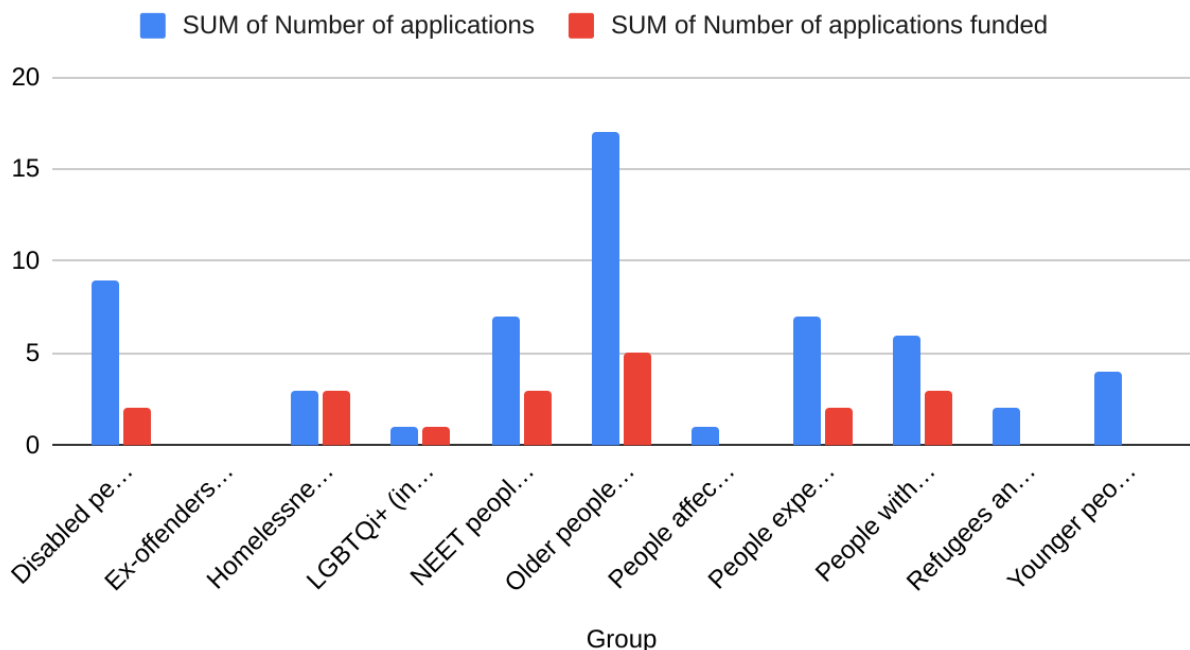
In the Children & Young People’s Fund we funded 1 application of 1 one received for “People with caring responsibilities” and 50% of applications for “Disabled people or people with Special Educational needs”. No applications were received for “LGBTQ+”.

## Population served (number)



In the Project Grants, there was a 50% success rate for “people with caring responsibilities” but only a 22% success rate for “Disabled people or people with Special Educational Needs”. Only 1 application was received in the “LGBTQI+” category, and this was funded.

## Population Served (Number)

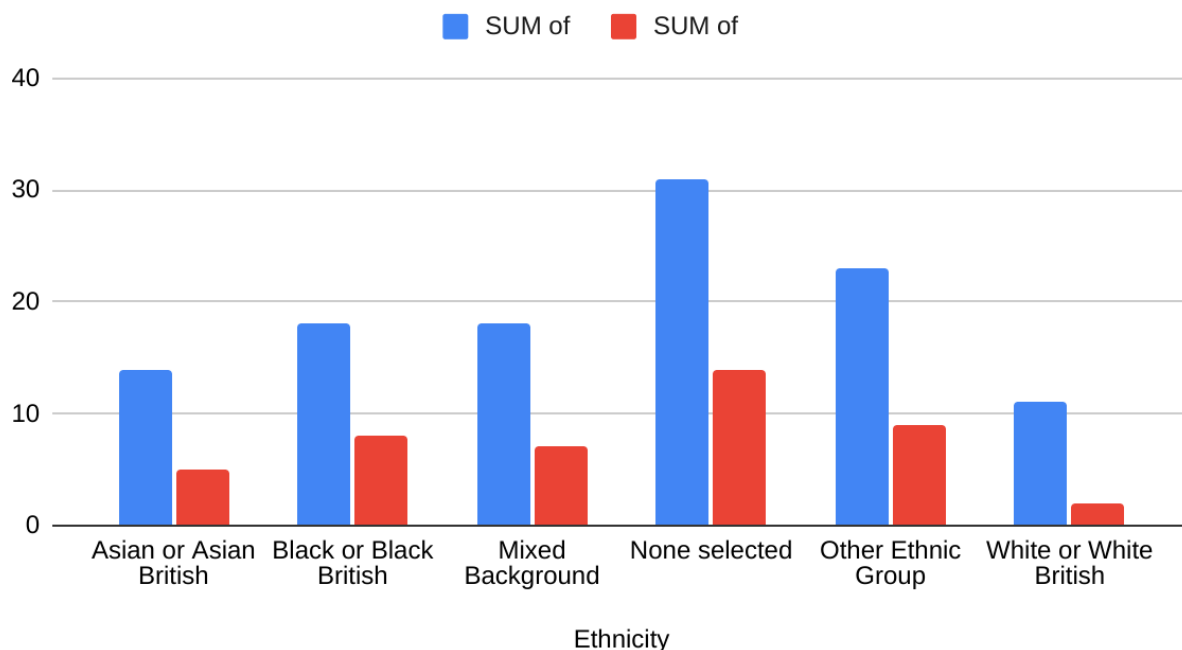


## Ethnicity

For the Children & Young People's fund, a number of applications selected that they were not targeting specific beneficiary groups based on ethnicity, and this was the largest

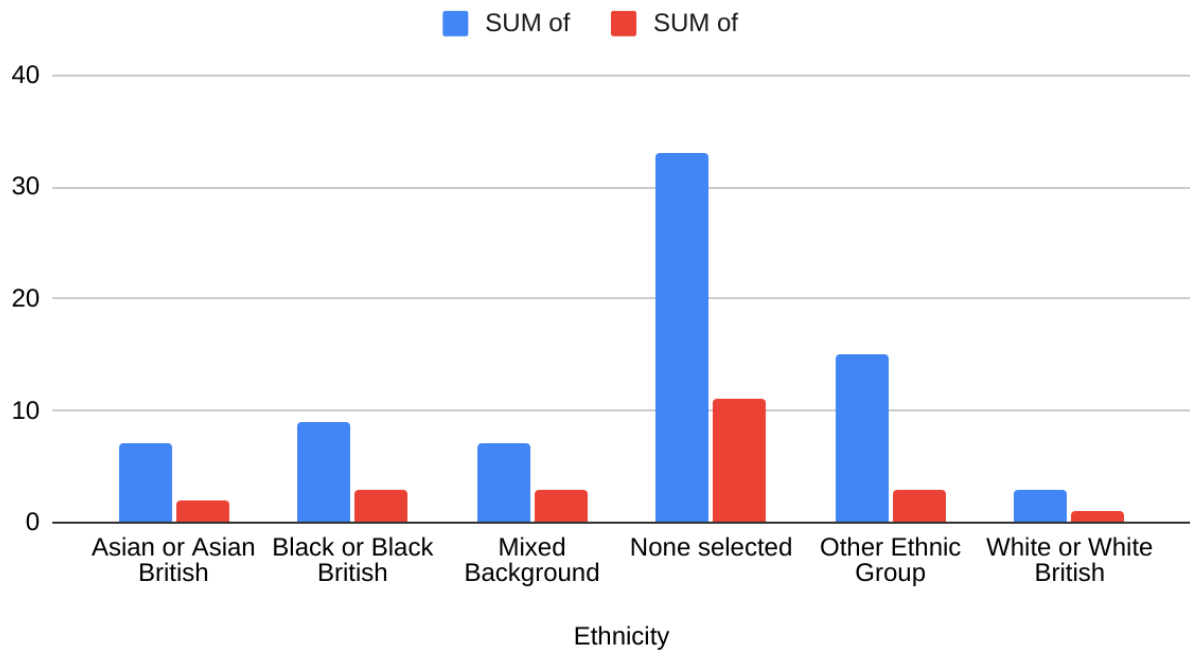
group chosen (45% success rate). The second largest group was for Black/Black British beneficiaries (44% success rate). Other ethnic groups had between a 36 - 39% success rate. The lowest success rate amongst a specific ethnic group was White/White British at only 18%. White/White British likely includes groups such as Orthodox Jewish (please see below) and the Turkish/Kurdish Community, as these are not asked for separately. One Turkish/Kurdish Group was shortlisted in the panel and this group was funded.

### Ethnicity (Number)



For Project Grants there was a 33% success rate across all ethnic groups apart from slightly higher for Mixed Background (43%), Asian & Asian British (29%) and Other Ethnic Groups (20%).

## Ethnicity (Number)



### Gender

In the Children & Young People's fund, most applications were open to all genders, although some were specifically targeting either Males or Females. These were often for Orthodox Jewish groups. Applications open to all genders or to females had a 41% success rate (in line with the overall success rate). Applications for males specifically were slightly higher at 42%.

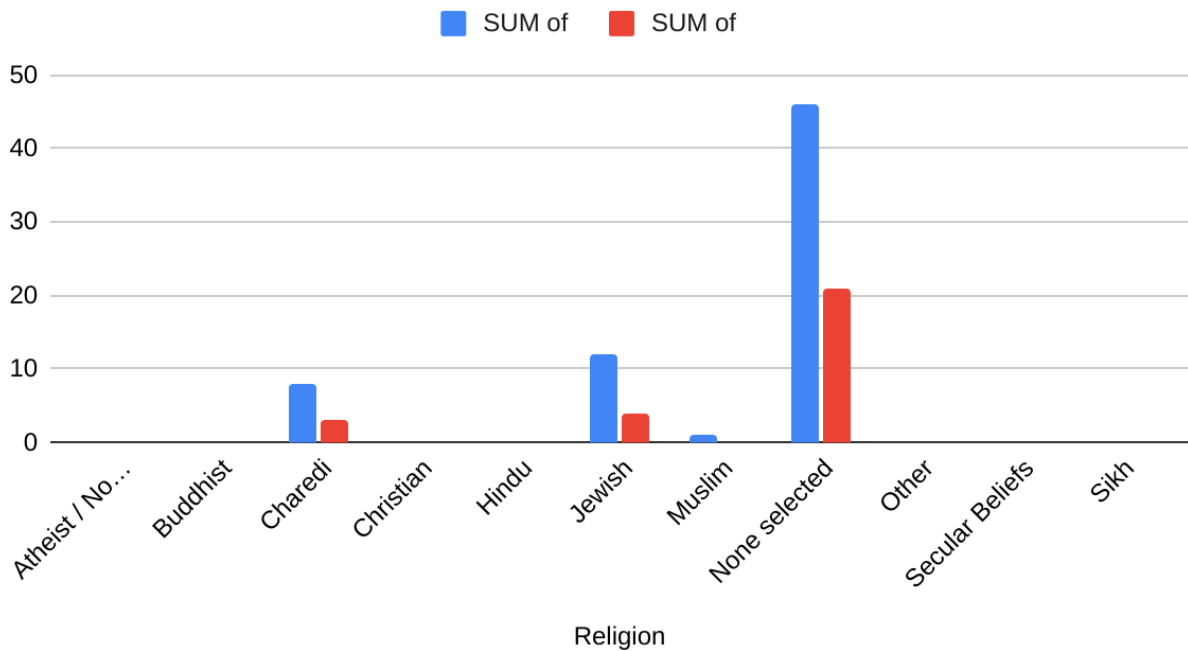
For Project Grants again most applications were open to all genders and these had a 33% success rate. From the funded projects, 2 were specifically for females, 1 for males, and 1 for people whose gender is different to that assigned at birth (50% success rate).

### Religion

Most Children & Young People's Fund applications were not targeted at people of a particular religion, however a number of applications were received specifically for the Jewish & Charedi Communities. The success rate of applications supporting Jewish & Charedi beneficiaries was 35% in comparison to the overall success rate of 41%.

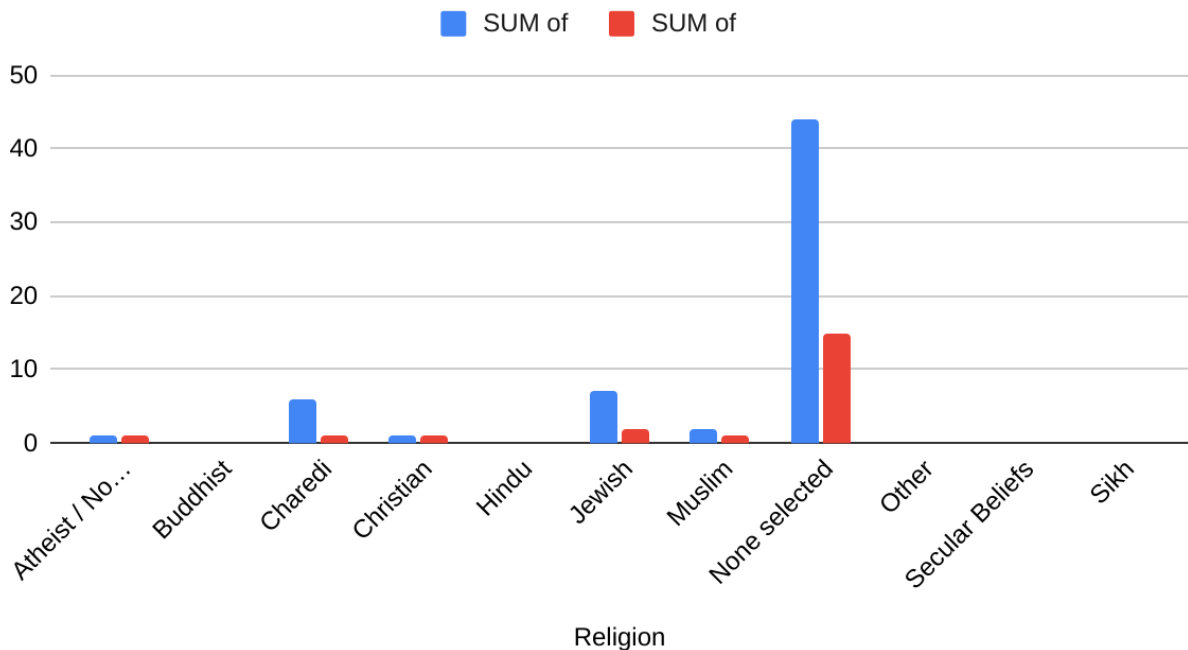


## Religion (Number)



Similarly to above, most Project Grants did not specify that they were targeted at people of a particular religion, although we know from the assessments that some groups were working with specific groups that they did not identify in the equalities section.

## Religion (Number)

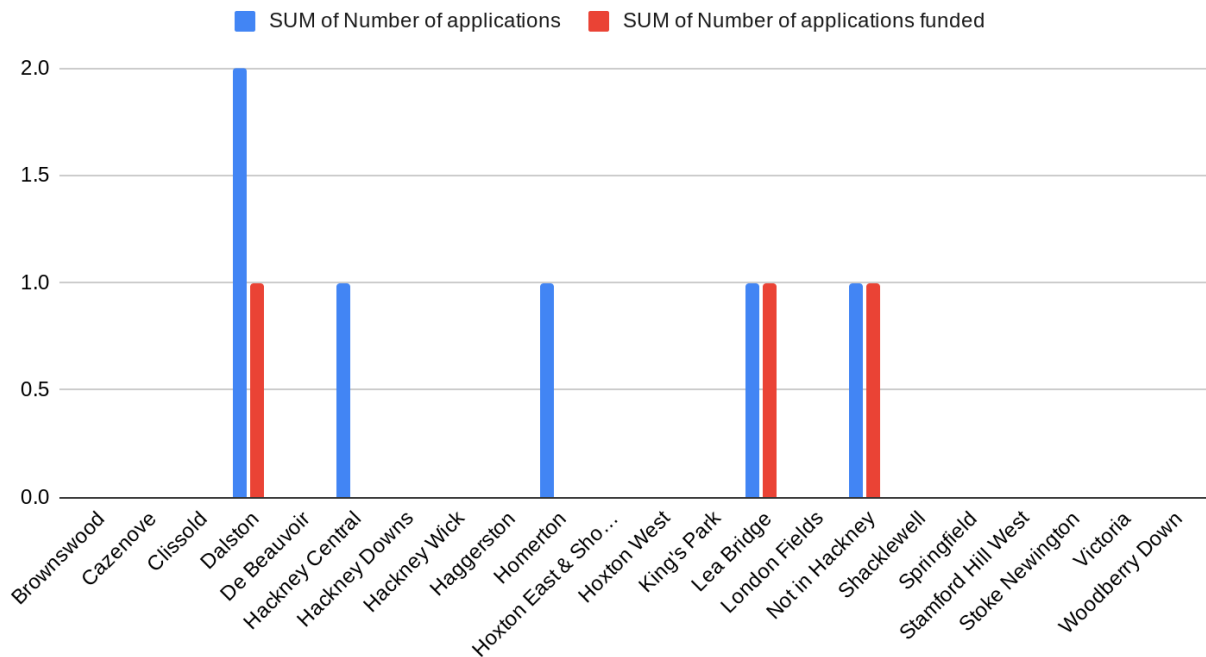


### Community Chest

Community Chest grants do not ask for as detailed information about equality groups, however we do collect some data around location and organisational leadership.

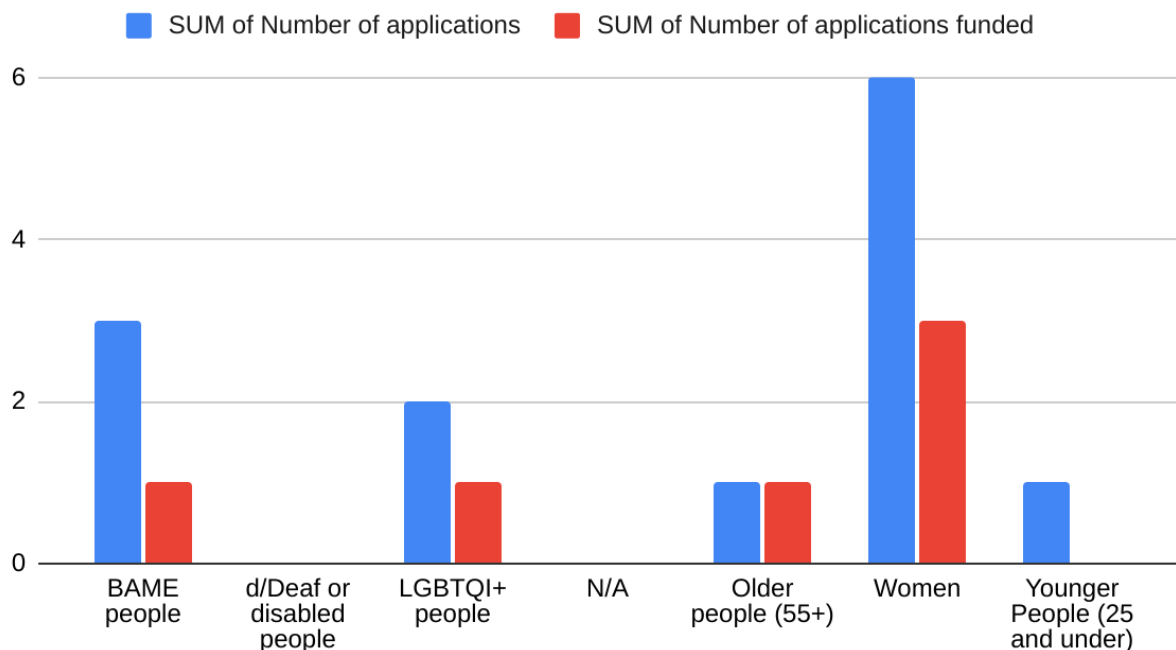
The graph below outlines that out of the 3 applications we funded, two are based in Hackney and one is outside of the borough.

Applications by Ward (number)



In terms of organisational leadership, we have funded groups led by BAME people, LGBTQi+ people, older people, and women. Notably we did not receive any applications from groups led by d/Deaf or disabled people for Community Chest this round.

Applications by Leadership (Number)



**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.

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, the Council's website and social media.
- Workshops and surgeries on the applications process were also run by The Grants Team and Hackney CVS. Organisations were also able to get free application support from the East London Business Alliance.
- The assessment process has taken into account 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.
- There are also some further opportunities for a range of organisations and groups to apply for funding at different intervals throughout the year.
- 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](mailto: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	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	Strategic Lead, Strategic Relationships
3	There are further opportunities to diversify investment within the sector to reach smaller community based organisations through 3 further rounds of community chest grants.	There will be three further rounds of Community Chest in 2022/23.	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	Ongoing	Grants manager

			priorities and programmes and to inform the ways that we promote the programme to address gaps and issues.		
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#### 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.