



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 2023/24

Purpose of this Equality Impact Assessment:

To ensure that recommendations for the 2023/24 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: Lisa Atamian	Ext: 5563
Directorate: Chief Executive's	Department/Division: Policy & Strategic Delivery

Director:

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 changes.

The investment made through the 2023/24 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 2023/24 is £3,115,392, which includes contributions from Public Health and Youth Hackney. £719,066 has been awarded to Specialist Grants and £922,500 has been awarded to Advice Grants.

Cabinet also agreed that £556,000 should be ring-fenced specifically for Project Grants, Children & Young People's Grants and Community Chest grants (with some additional Healthier Hackney funds), 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. 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

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.

Further review work is expected to take place over the coming year as we refresh our VCS Strategy 2019-2022. Work was undertaken last year by Renaisi, a partner organisation, who are specifically looking at our Specialist Grants and Project Grants.

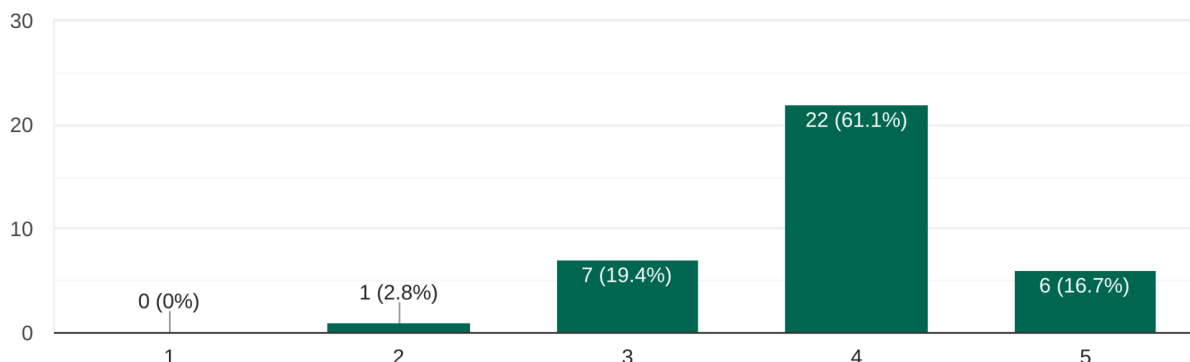
Engagement in relation to 2023/24 funding round

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 1-2-1 application support workshops for each of the grants schemes for organisations interested in submitting an application.

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 76% of applicants rating the experience positive (up from 71% last year), 19% neutral, and 3% negative (down from 6% last year).

Overall, how would you rate your application experience?

36 responses



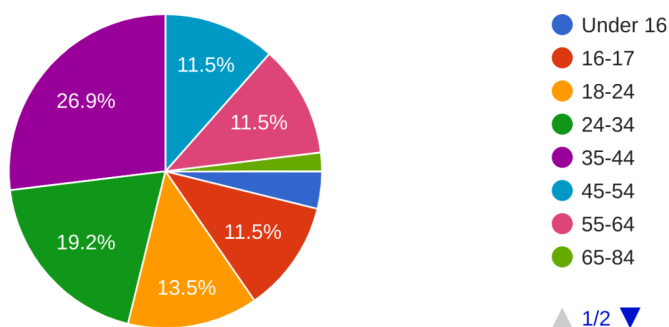
Involvement in assessment

Officers from the Council, young people from the Hackney Youth Parliament & Young Futures, 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. We have continued to track 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, 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.

Age: What is your age group?

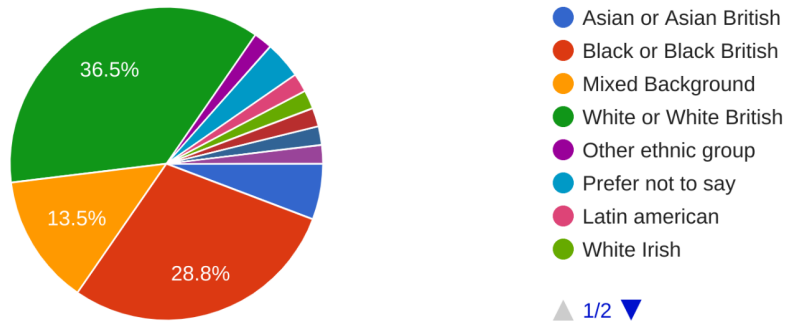
52 responses



Assessors were from a range of ethnic backgrounds. An issue with this year's form means it is difficult to compare to last year's as assessors were able to input bespoke answers.

Ethnicity: Are you...?

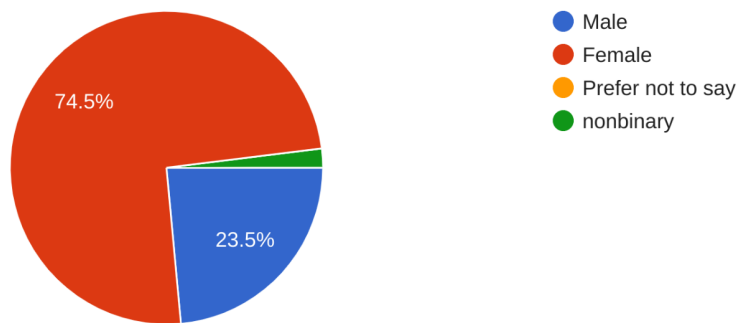
52 responses



Gender diversity was slightly improved from last year, with more males taking part in the process as well as one non-binary person.

Gender: Are you...?

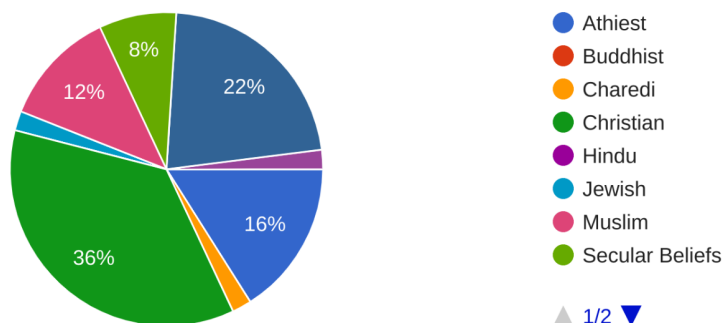
51 responses



There was also a greater spread across religious beliefs than last year.

Religion or belief: Are you or do you have...?

50 responses



We will continue to monitor our assessors going forward to ensure they are reflecting the diversity of Hackney's communities.

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.

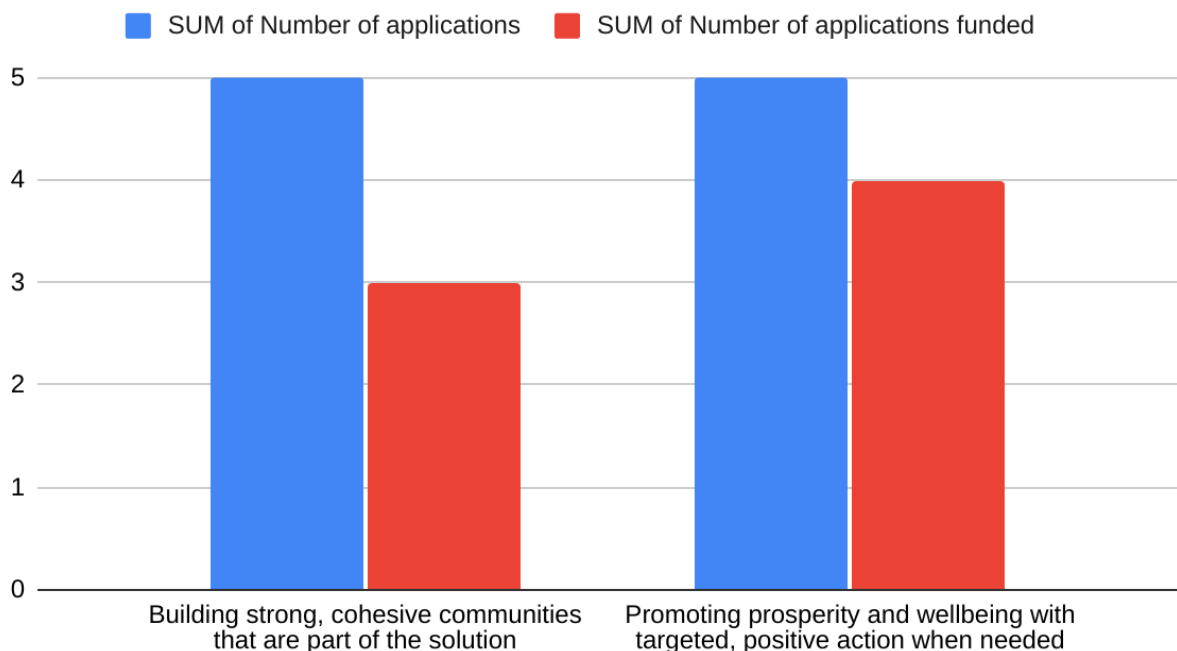
Grant priorities

- Promoting prosperity and wellbeing with targeted, positive action when needed
- Building strong, cohesive communities that are part of the solution

Most applications were for the first grant priority, although we did have a wider spread than last year's which is positive.

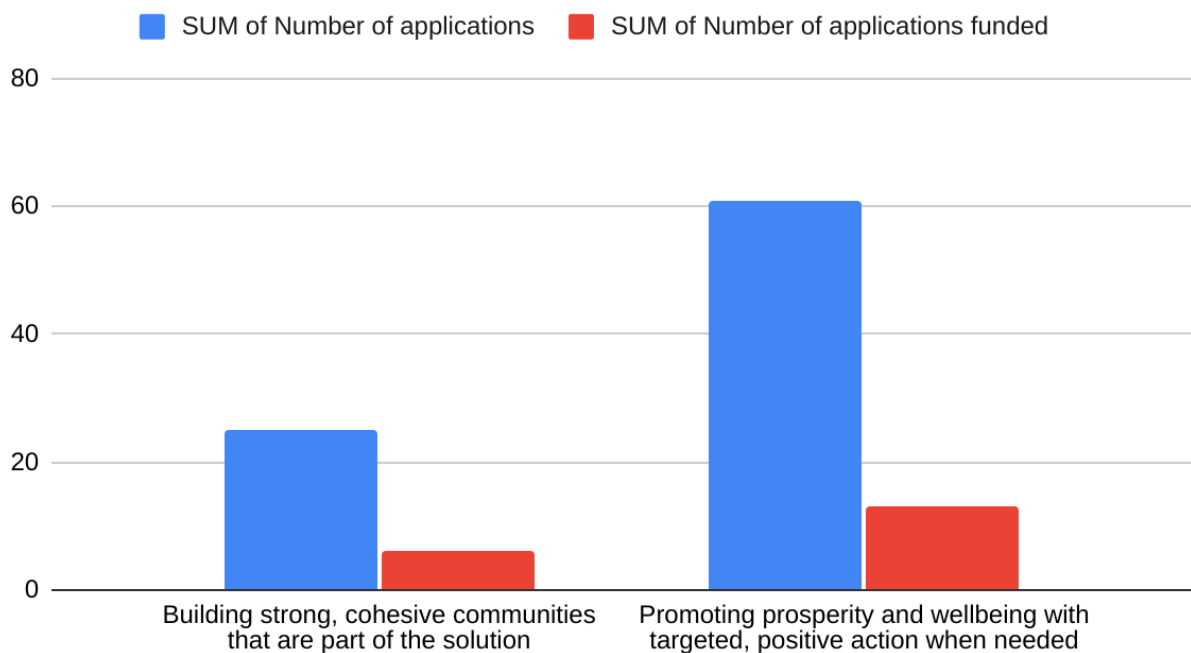
Community Chest

Applications by Priority (Number)



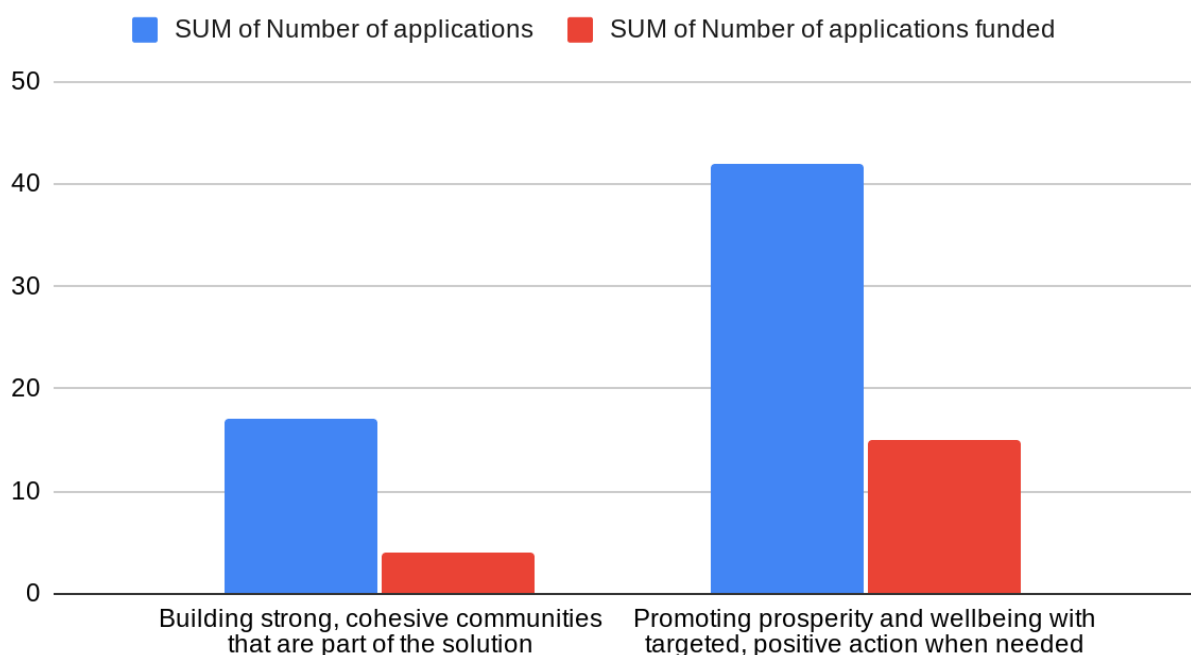
CYP Fund

Priority (by Number)



Project Grants

Priority (by Number)



Equality Aims

The grants programme 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. The equality aims were updated this year to better align with those previously used by the Children & Young People's Fund. These are:

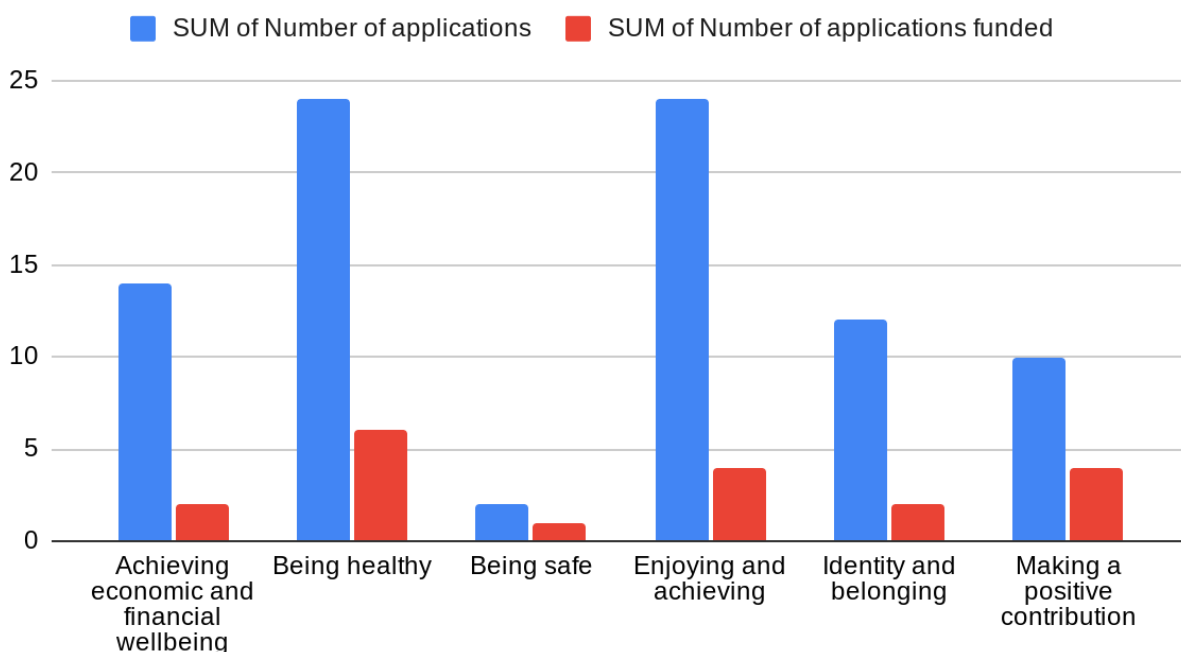
1. Identity and belonging

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

Across both grants streams we received the most applications for Being healthy, which is unsurprising considering we had the Healthier Hackney funding stream. We were able to fund across all equality aims.

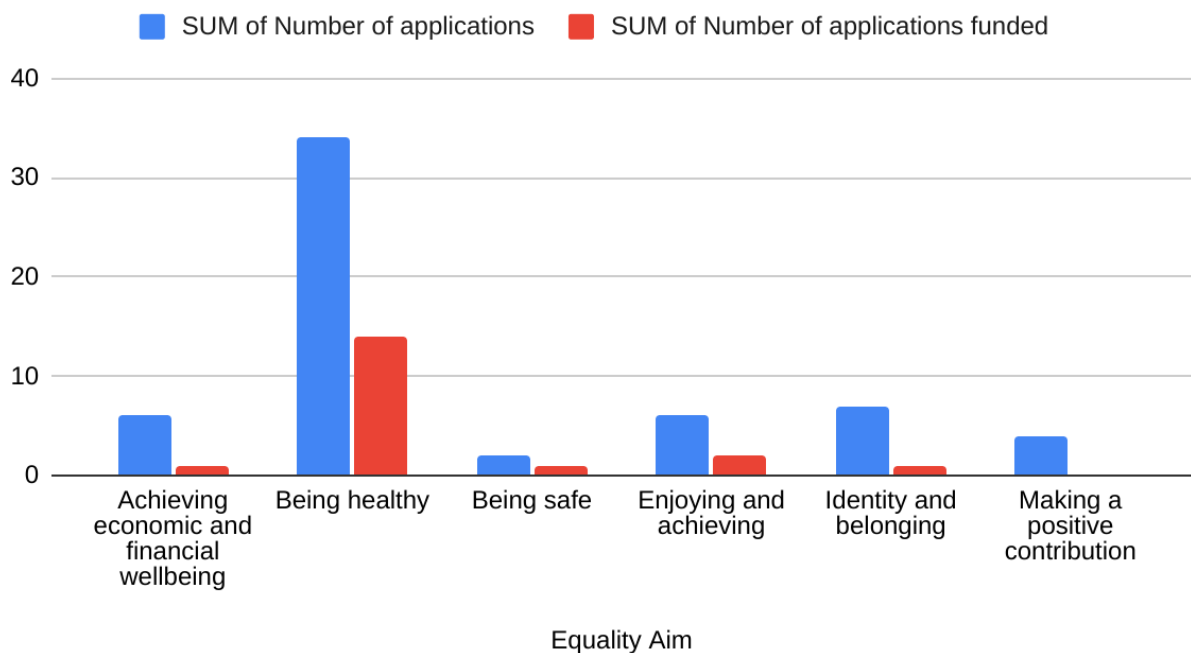
CYP Fund

Equality Aim (by Number)



Project Grants

Equality Aim (by 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.

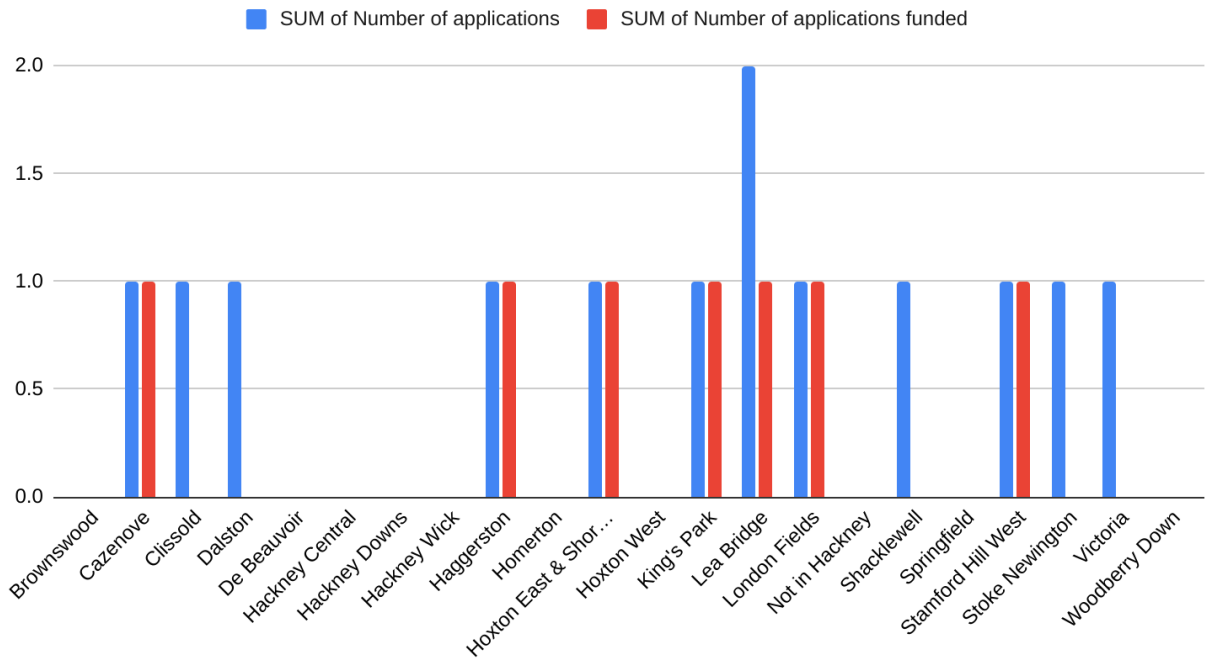
Wards

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. This year we tracked Ward delivery of projects, as well as where the organisation was based. The vast majority of grantees are based within Hackney, and all Wards are covered through delivery.

DELIVERY LOCATION

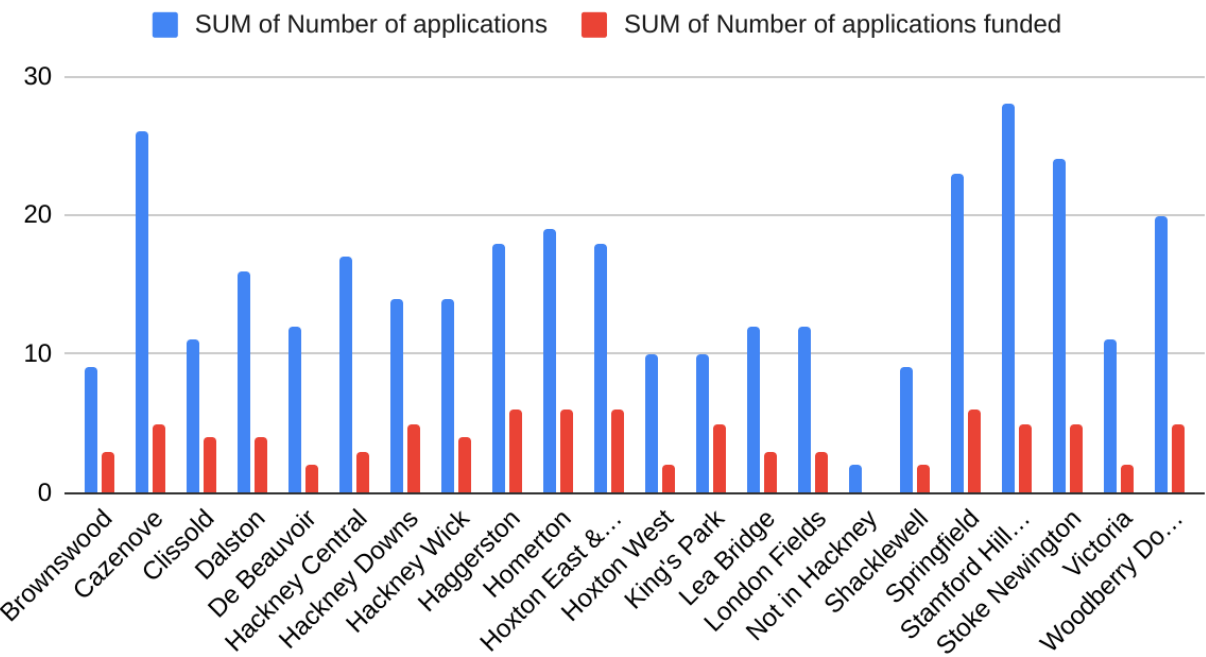
Community Chest

Applications by Delivery Ward Location (number)



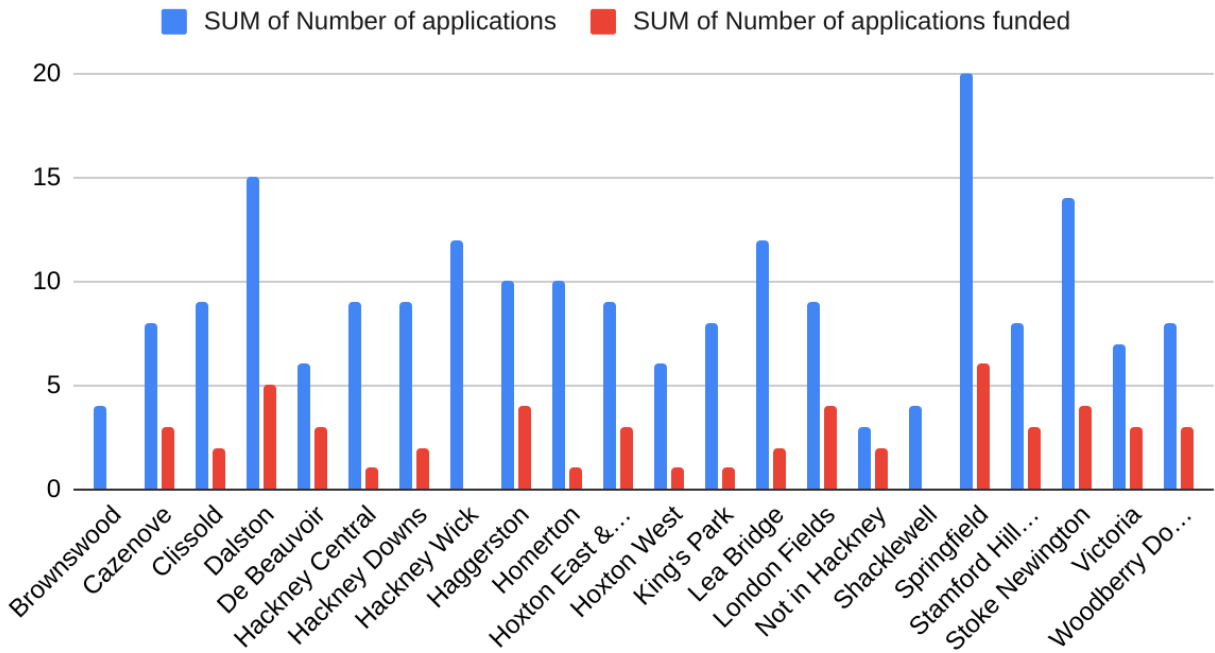
CYP

Applications by Delivery Ward Location (number)



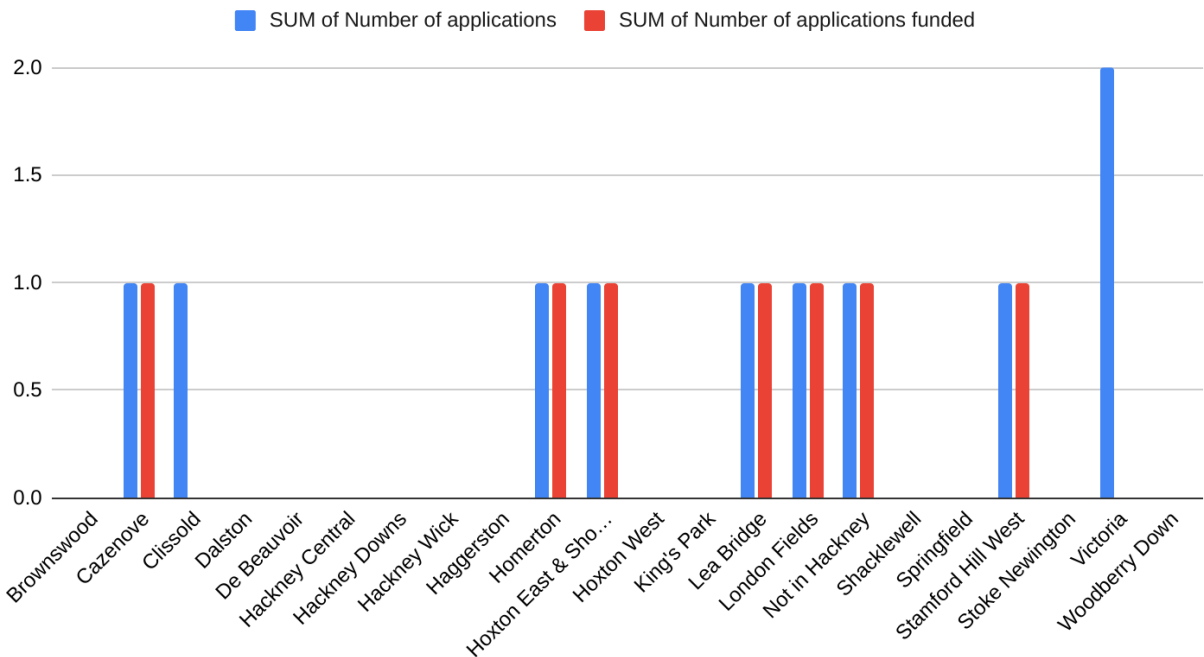
Project Grants

Delivery Ward Location (by Number)



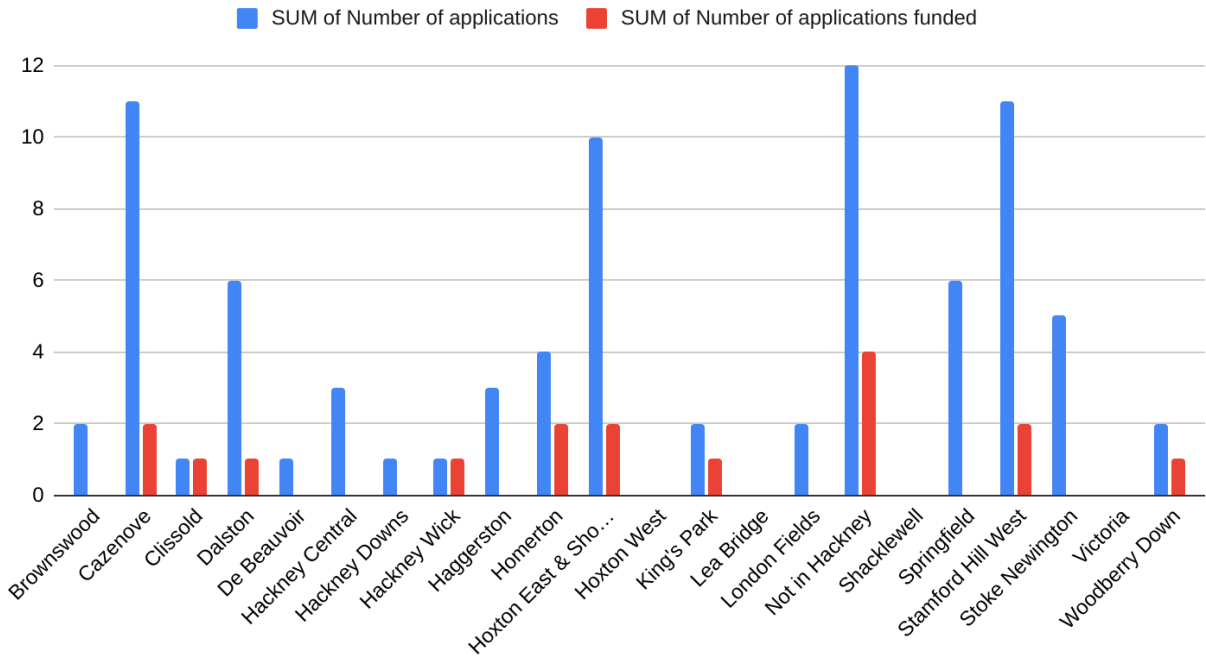
LOCATION OF ORGANISATION Community Chest

Applications by Ward Location of Org (number)



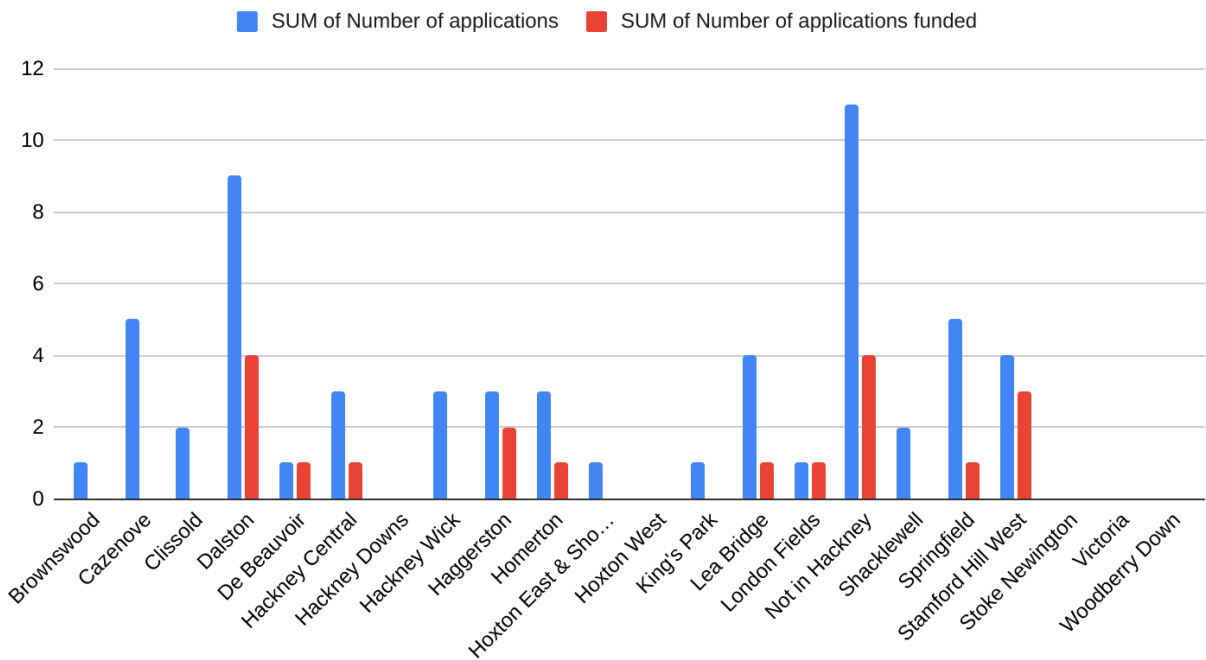
CYP

Applications by Ward Location of Org (number)



Project Grants

Applications by Ward Location of Org (number)



Organisation Size & Leadership

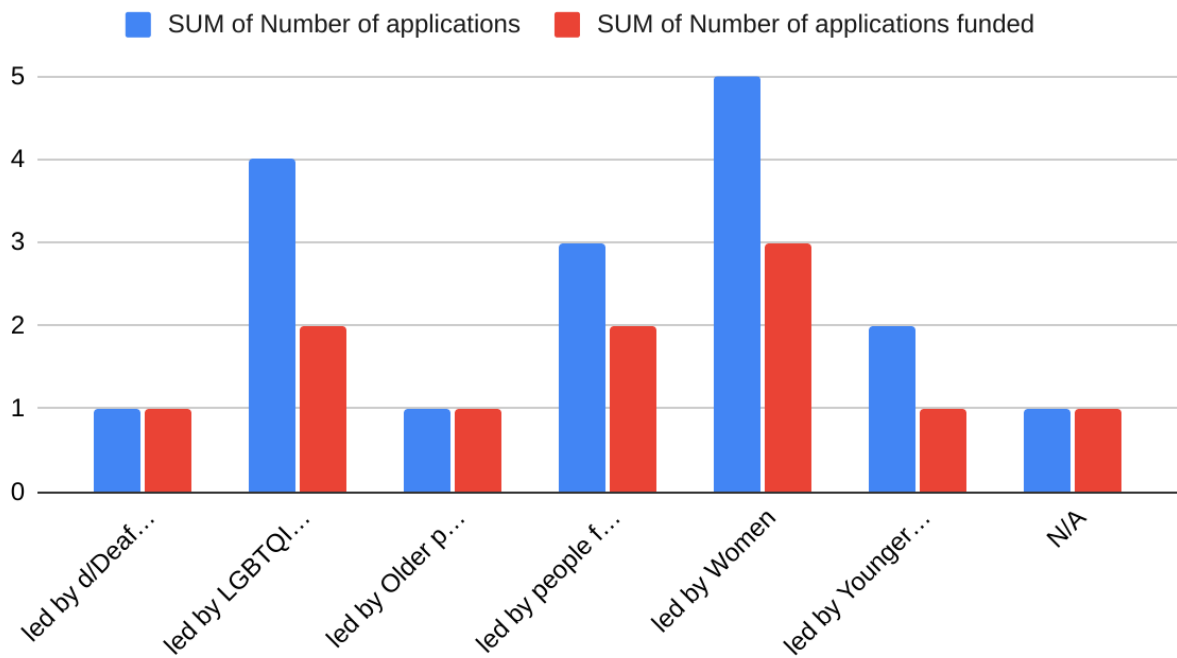
In order to meet new emerging needs, support innovation and reach new communities it is important to ensure that some organisations are funded who have not been funded in previous years. Almost 30% of funded organisations have not been funded through the Grants programme ever or in the last three years.

Part of the rationale of aligning Young Hackney's Lot 2 funding & Public Health's Physical Activity funding with the Grants Programme was to provide better opportunities for smaller and grassroots organisations to access funding. 58% of grants across CYP & Project Grants went towards organisations with an annual income of less than £250,000.

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. The vast majority of funded applications were by groups with lived experience.

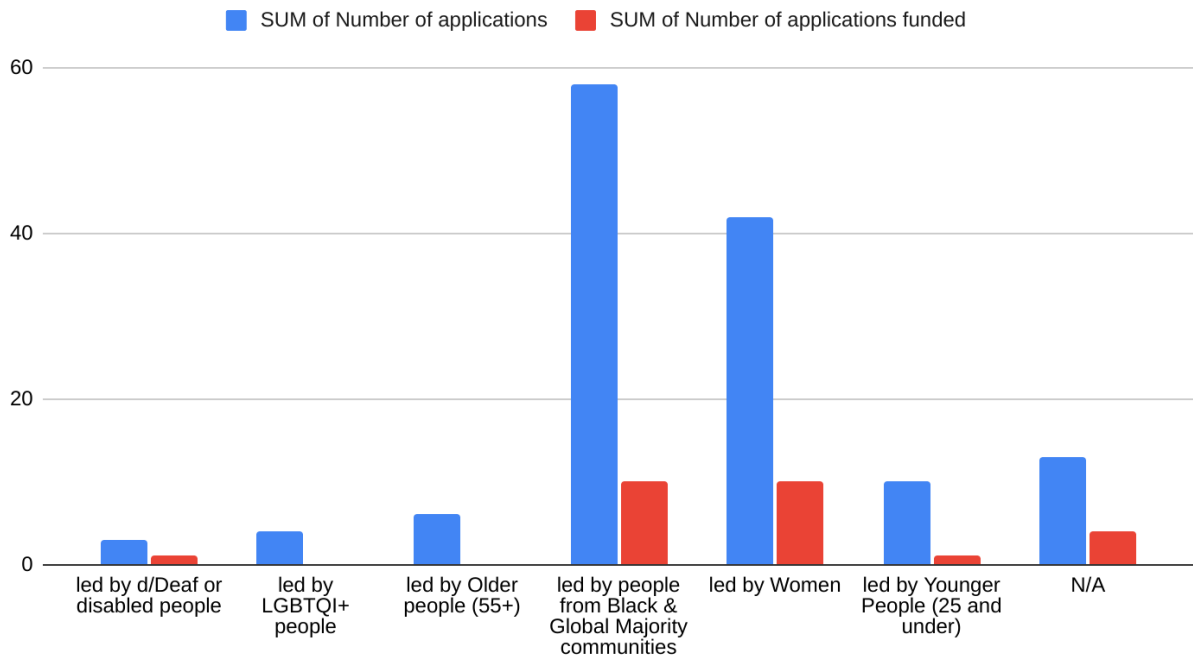
Community Chest

Applications by Leadership (Number)



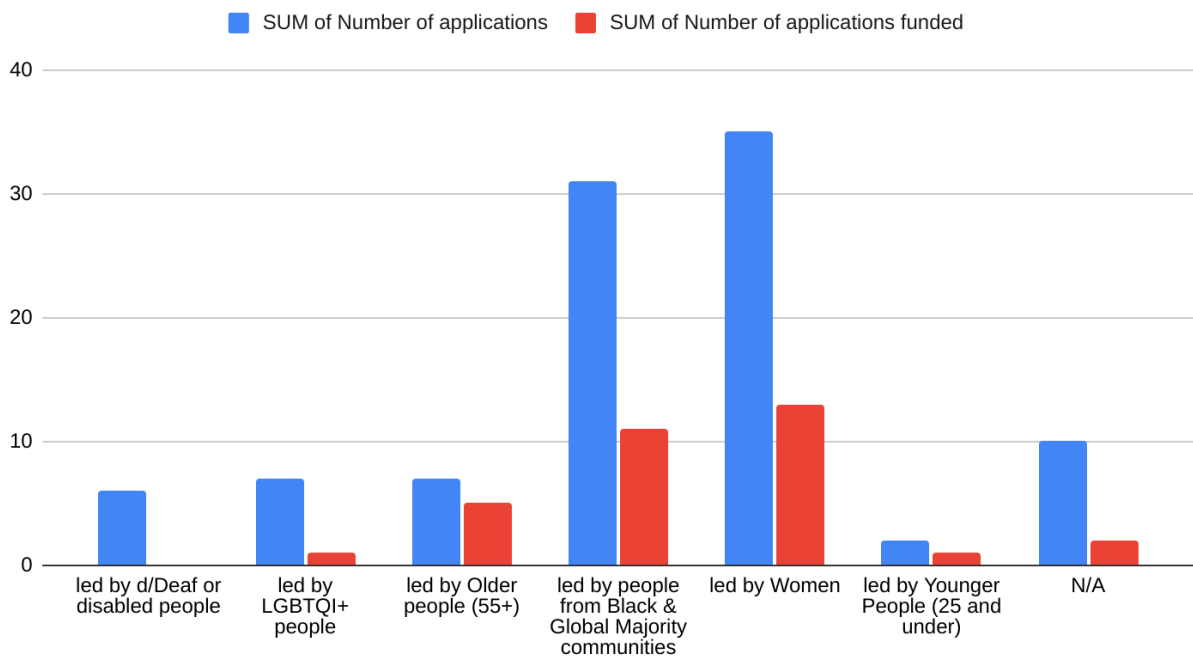
CYP

Applications by Leadership (Number)



Project Grants

Applications by Leadership (Number)



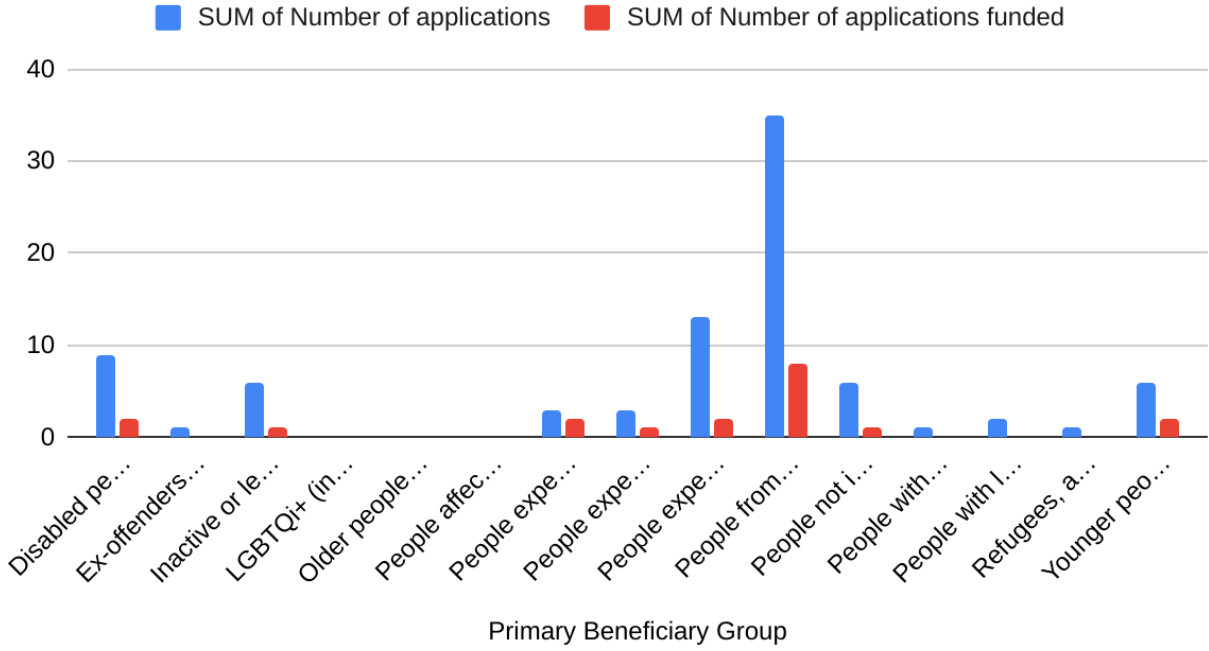
Primary Beneficiary Group

15 key primary beneficiary groups were identified for the programme this year, building on previous years but also groups who are being adversely affected by the cost of living crisis. As some of these groups were very broad and generic, we feel that these have skewed the figures. These beneficiary groups obviously do not take into account the

subtleties of intersectionality, which is why we also continue to take information on protected characteristics.

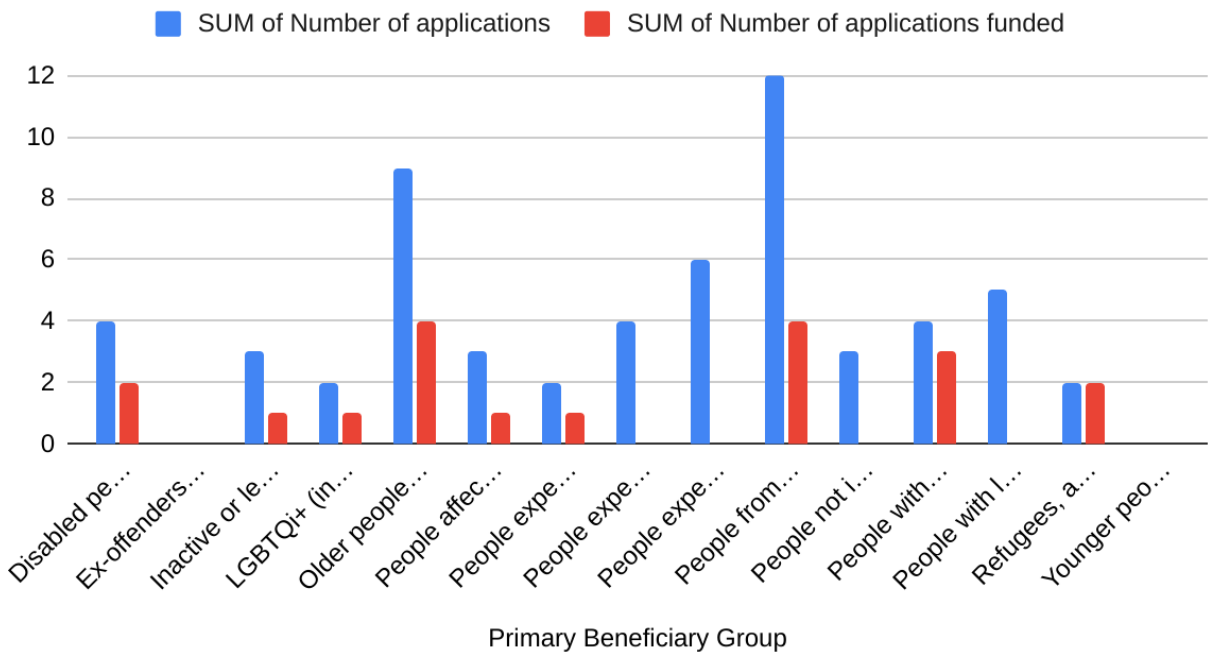
CYP

Primary Beneficiary Group (Applications by Number)



Project Grants

Primary Beneficiary Group (by Number)



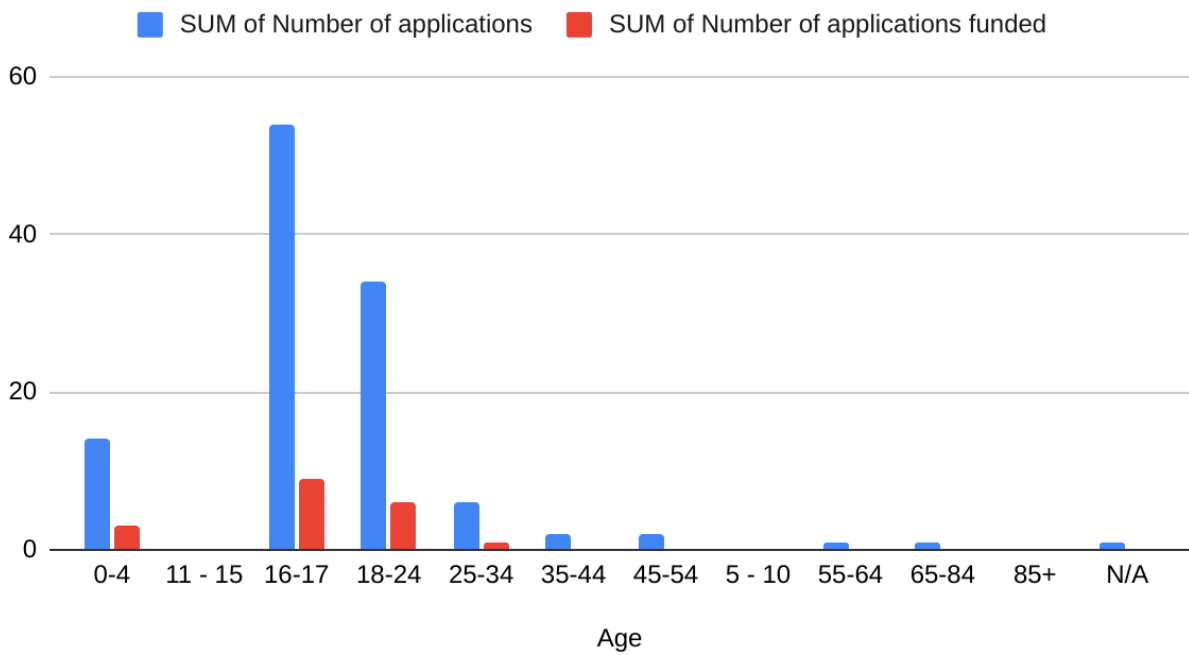
In addition to the equalities groups mentioned, we looked at a number of protected characteristics across the programmes.

Age

This is skewed between the two programmes but across them both we are funding a variety of ages.

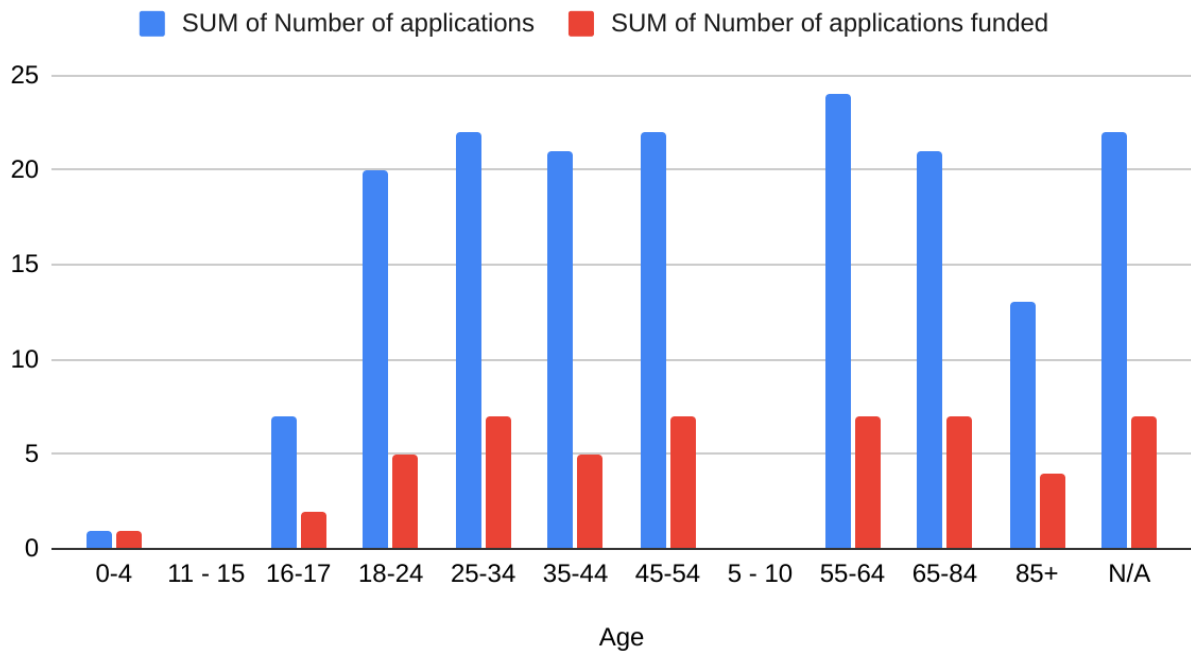
CYP

Age (by Number)



Project Grants

Age (by Number)

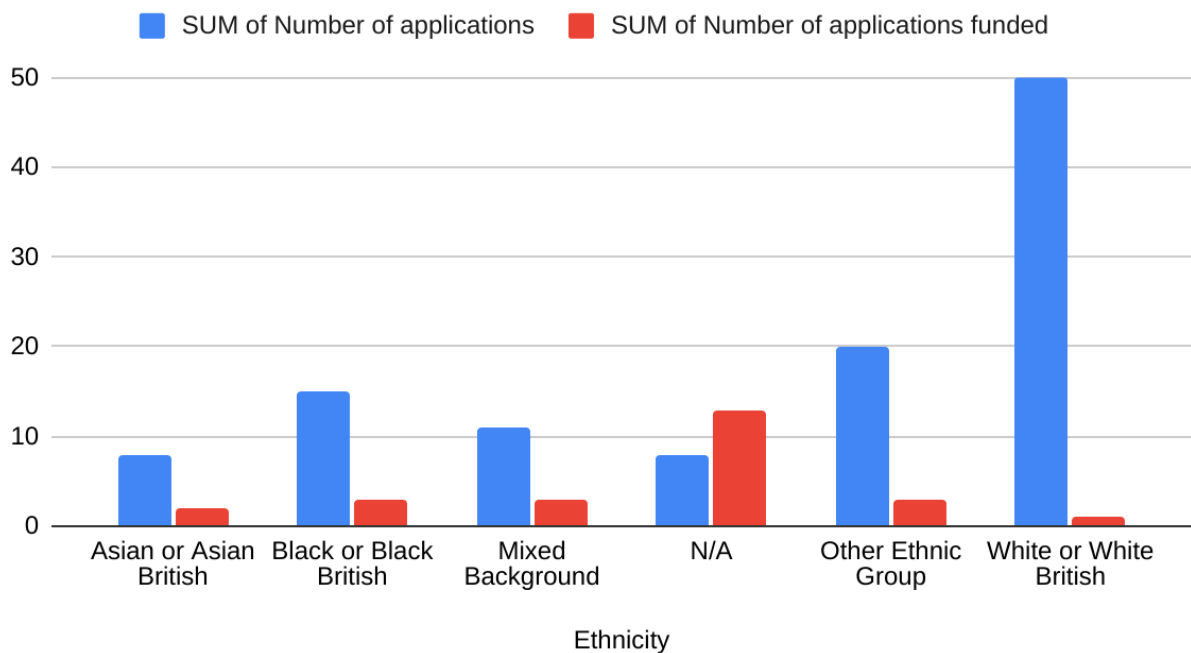


Ethnicity

We continue to fund across a wide range of ethnicities through the programme.

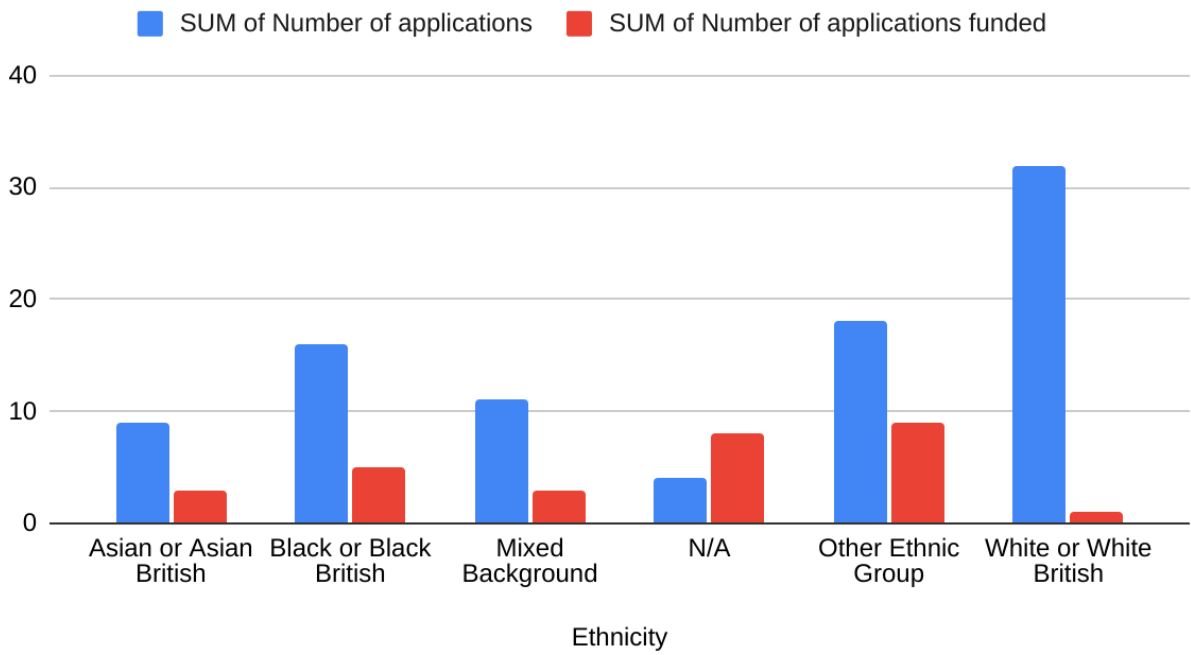
CYP

Ethnicity (by Number)



Project Grants

Ethnicity (by Number)

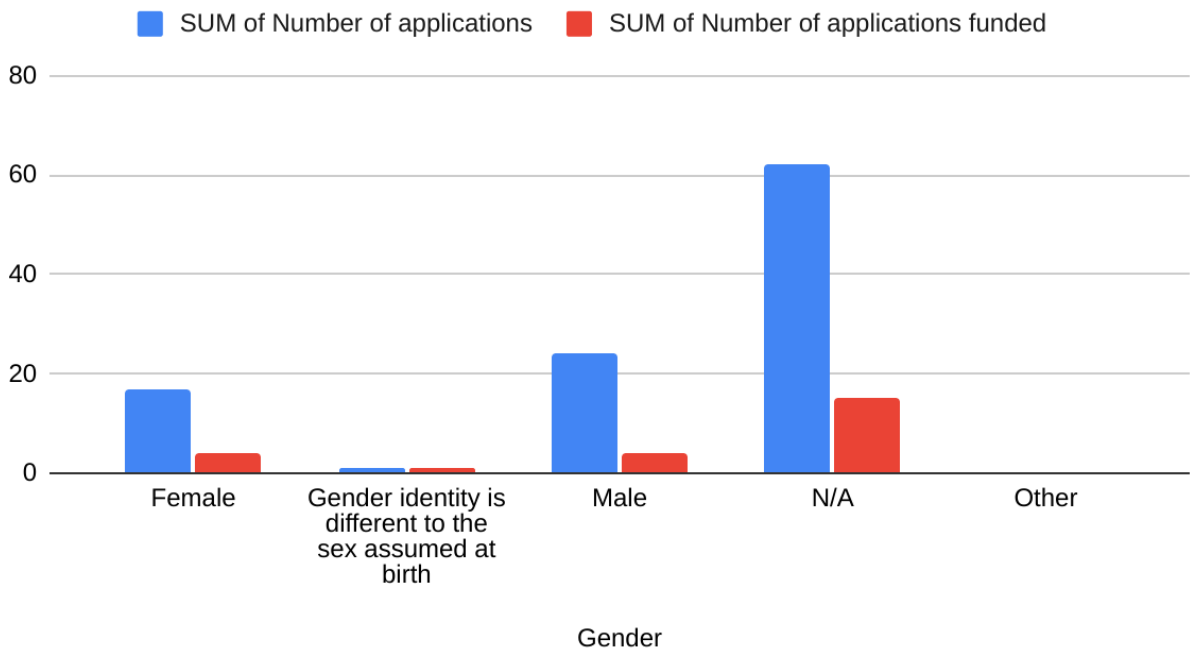


Gender

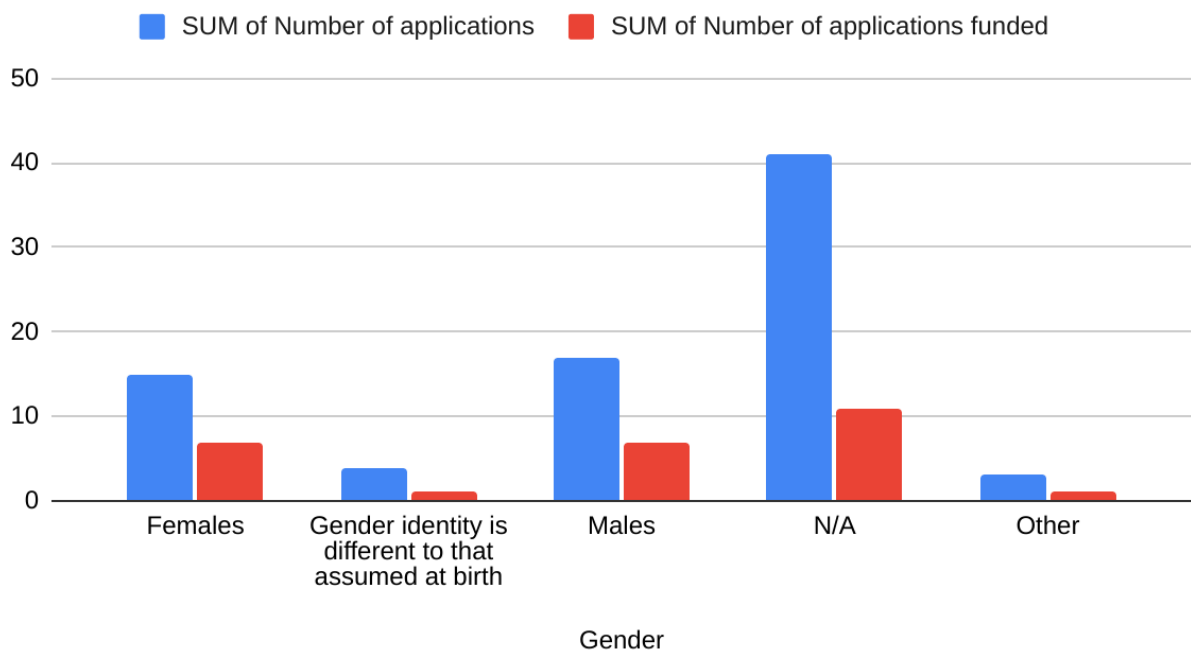
Most projects are not targeted at specific genders.

CYP

Gender (by Number)



Gender (by Number)

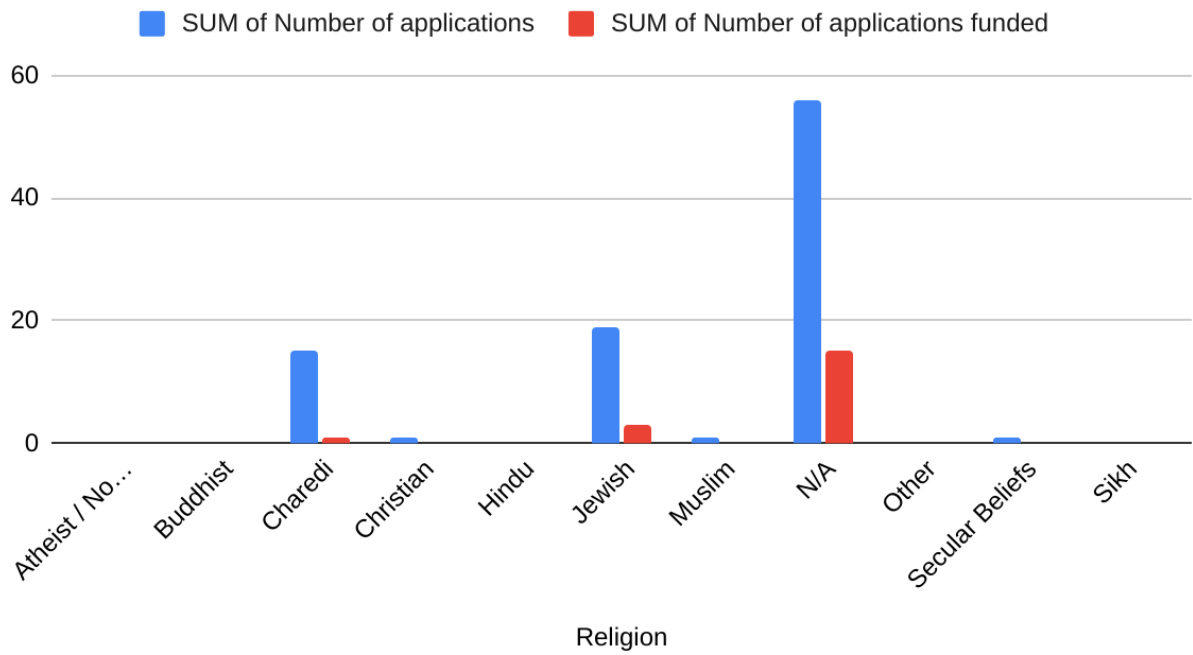


Religion

Most applications are not targeted at people of a specific religion. A notable exception to this are organisations working specifically with the Charedi and Orthodox Jewish Communities. We have been unable to fund as many of these organisations as in previous years as we have had a general reduction in the number of organisations we are funding due to the fact that we are offering larger grants over a longer time period, and vastly increased application numbers.

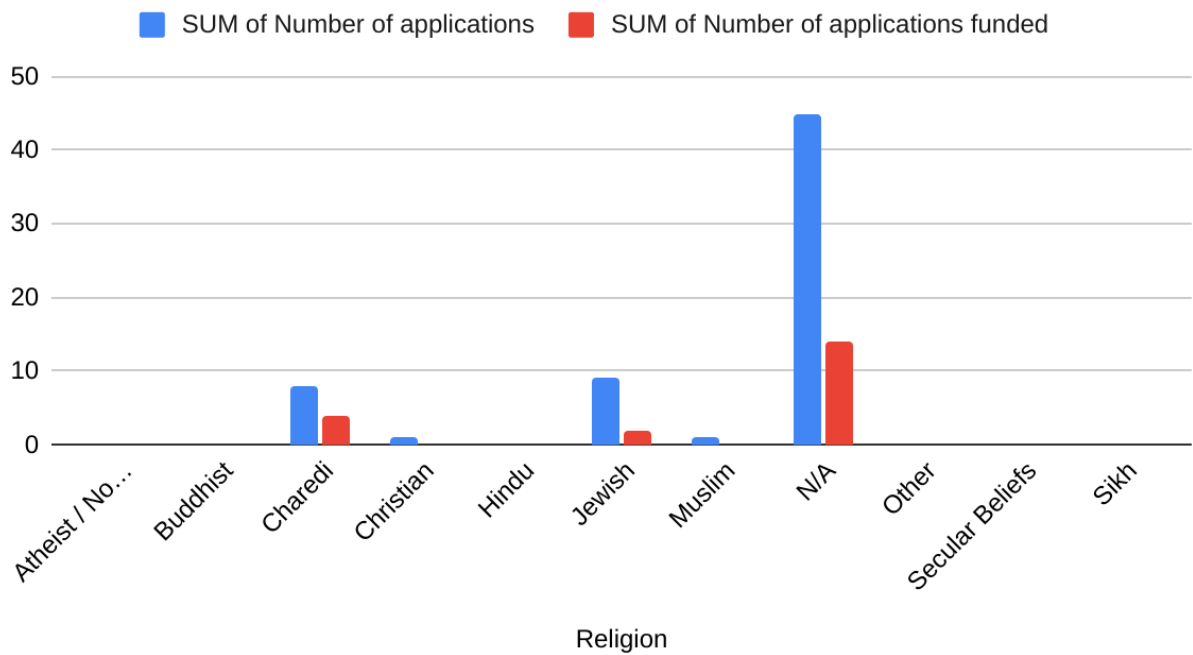
CYP

Religion (by Number)



Project Grants

Religion (by Number)

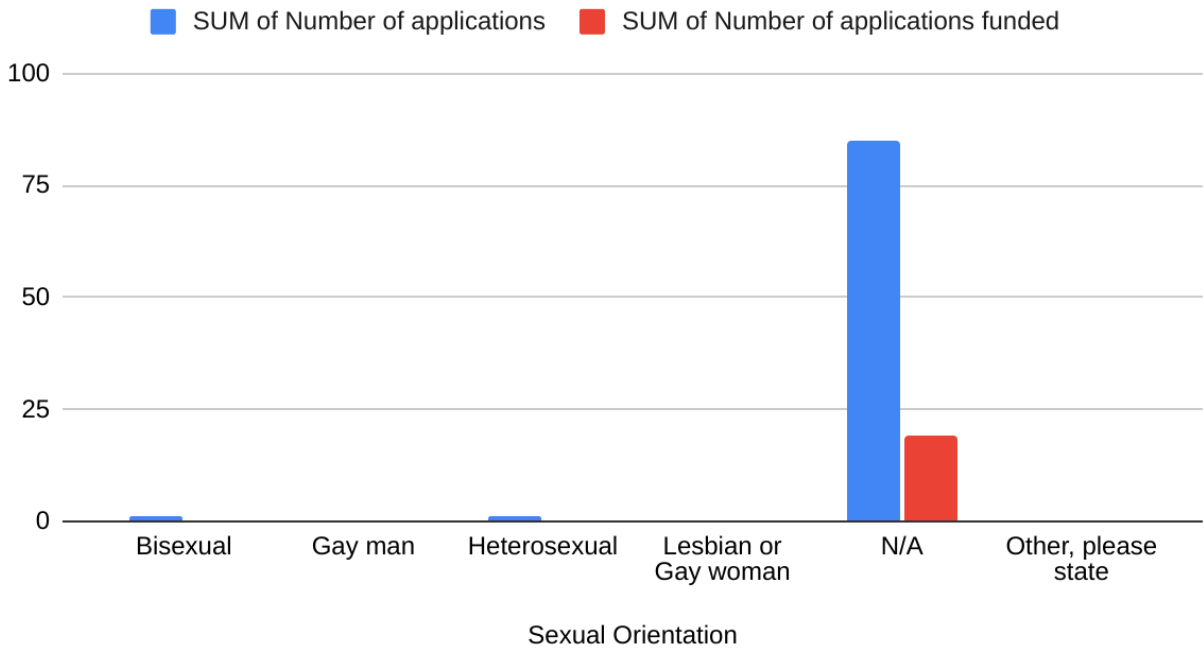


Sexual Orientation

Most applications were not targeting a specific sexual orientation.

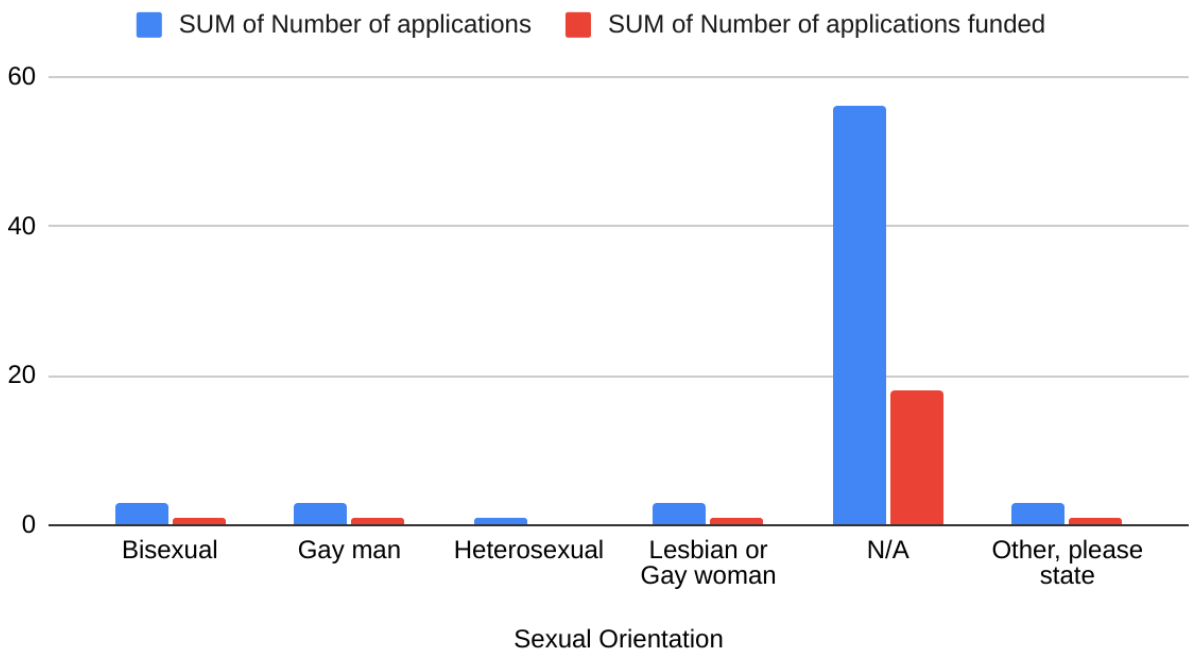
CYP

Sexual Orientation (by Number)



Project Grants

Sexual Orientation (by Number)

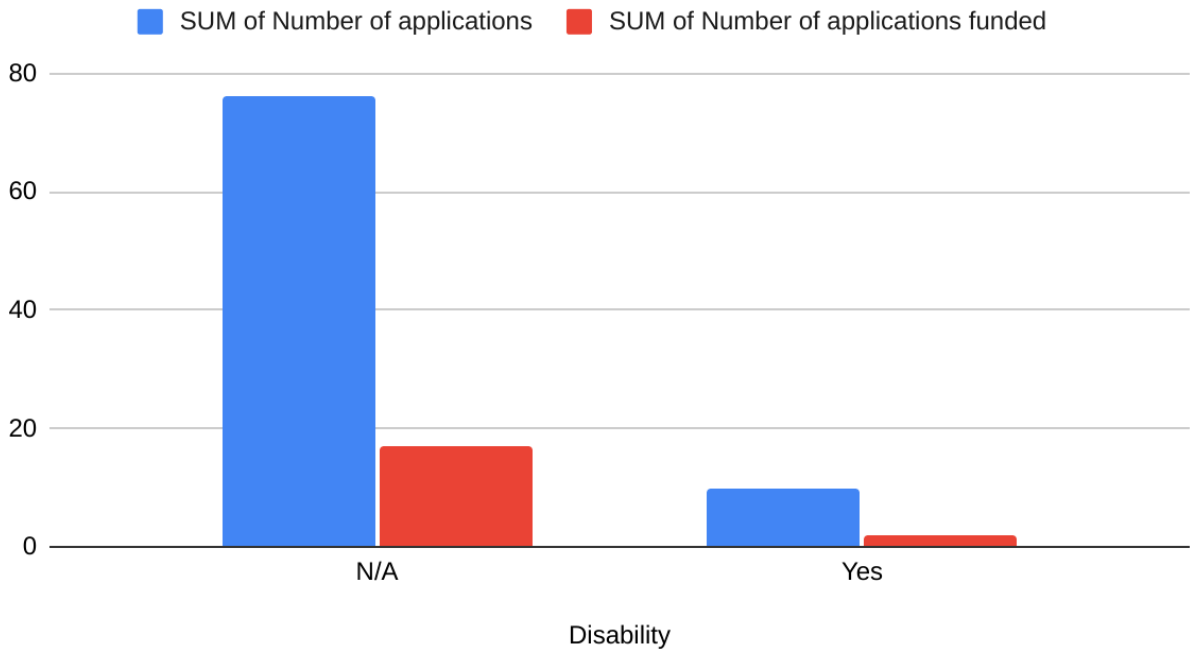


Disability

Most applications were not supporting beneficiaries with a disability, but we were able to fund a higher proportion of these.

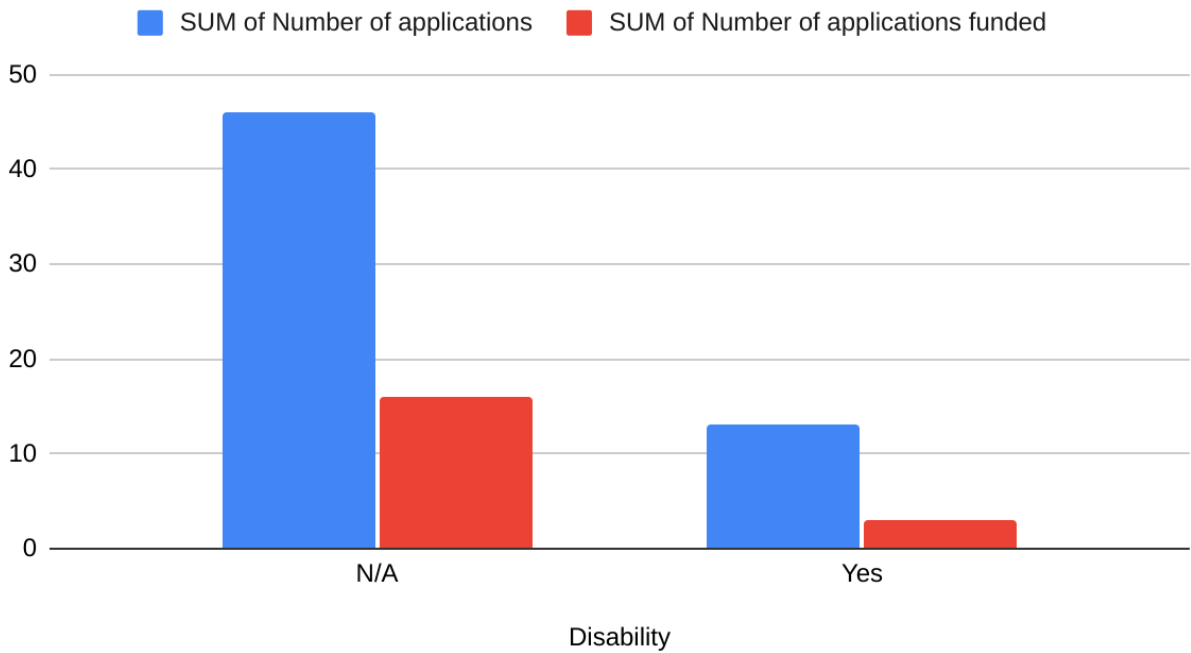
CYP

Disability (by Number)



Project Grants

Disability (by Number)

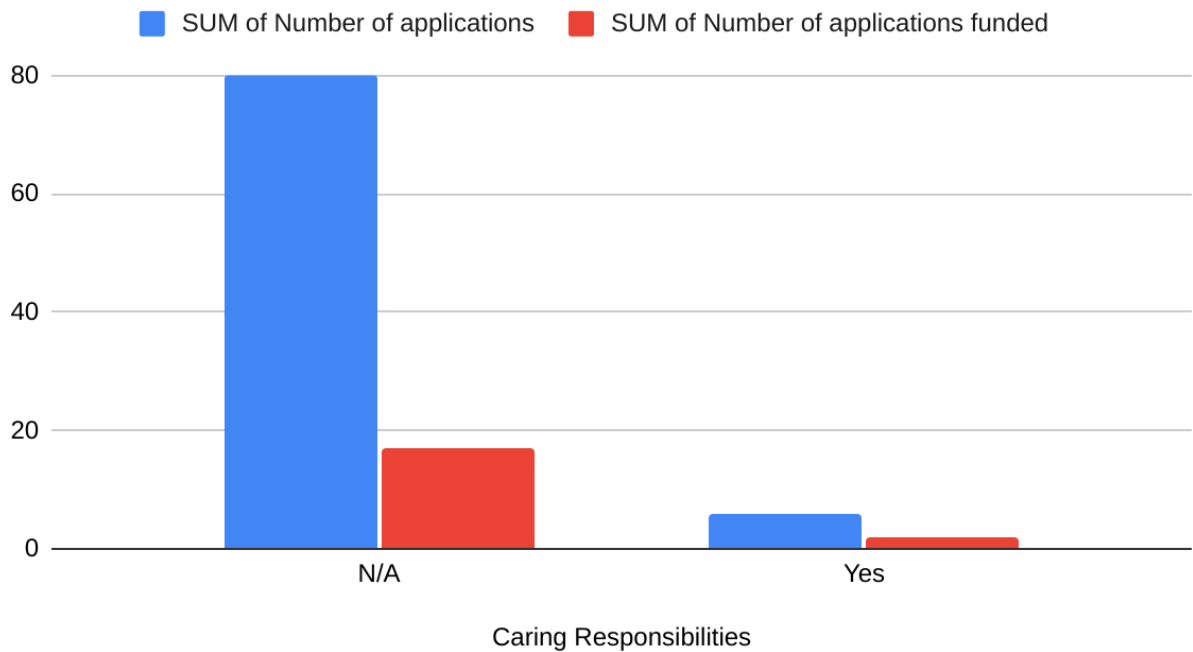


Caring Responsibilities

Most applications were not supporting beneficiaries with caring responsibilities, but we were able to fund a higher proportion of these.

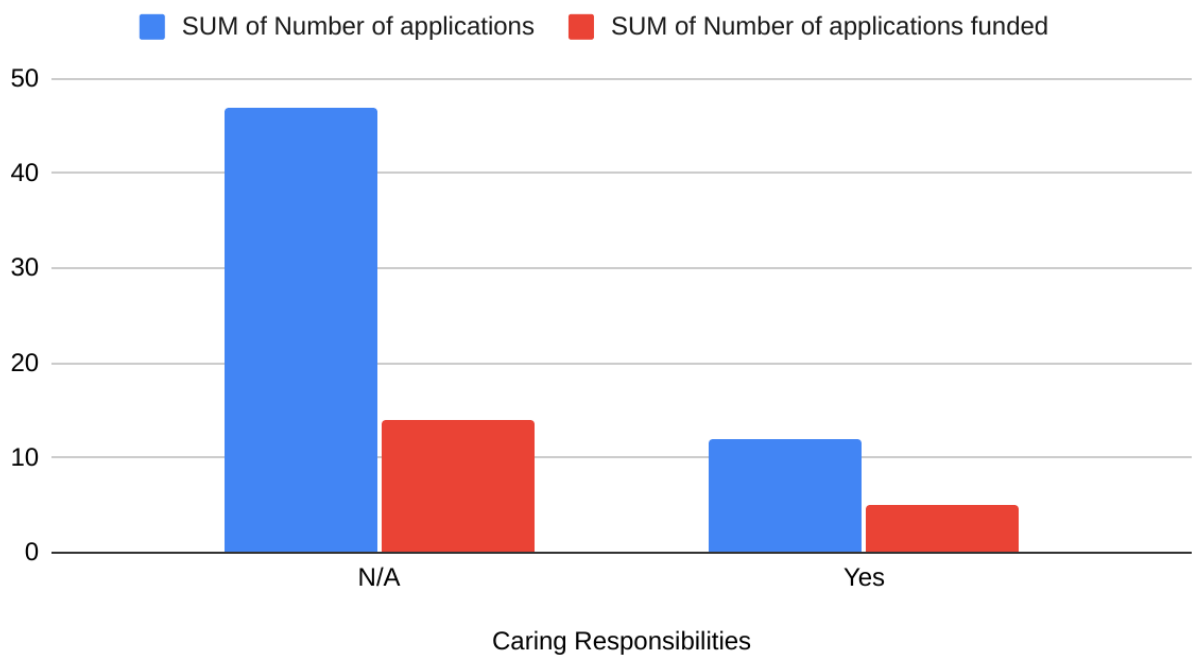
CYP

Caring Responsibilities (by Number)



Project Grants

Caring Responsibilities (by 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 against 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	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.