

Equality Impact Assessment Community and Arts Grants Review

Context

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impact on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Introduction

*This Equalities Impact Assessment should be read in addition to information in Section 11 of the report to the Executive on 12th February 2019
Title: Community and Arts Grants Review*

In 2018 the council commissioned a review of its nine different grant processes. These processes have built up over time and hundreds of different voluntary and community sector organisations and groups have been recipients over the years. The current approach, whilst well intentioned, needs to address a number of issues including:

1. A lack of an overarching policy or investment strategy to guide developments and ensure sustainability;
2. The current system does not always make the best use of council funding by reflecting the Council's priorities or community needs;
3. An inconsistent approach to match funding;
4. A small number of organisations receive the majority of funding;
5. There is a 'closed shop' for some of the grant programmes;
6. A report by the Council's audit service highlighted governance issues;
7. The current model can create dependency and is not aligned to ABCD approaches (asset based community development)

Alongside this review the Council is required to reduce the amount of General Fund budget for community grants to respond to a reduced revenue budget. The Major Grants Panel has made interim recommendations on grant awards for 2019/20 to allow time for consultation on future policy. The proposals that will be consulted upon include a new sustainable city grant fund through the utilisation of Neighbourhood Community Infrastructure Levy funding; should this be agreed at Council in July 2019, community groups could have access to further funding through Council grants in the forthcoming financial year and beyond.

These decisions support the council in meeting its priorities of:

- Building great neighbourhoods
- Promoting healthy and active lifestyles
- Providing value-for-money service
- Leading a well-run council

Stakeholders: Community and Voluntary Sector, Residents, Elected Members,

For each of the areas below, an assessment has been made on whether the proposals have a **positive, negative or neutral impact**, on the groups identified in the Equality Act (EA) and brief details of the reason and notes of any mitigation. Where the impact is negative, a **high, medium or low assessment** is given.

- **High impact** – a significant potential impact on the groups identified in the EA
- **Medium impact** – some potential impact exists on the groups identified in the EA
- **Low impact** – almost no potential impact exists on the groups identified in the EA

Mitigation Actions

The recommendations from the review include a proposal for the Council to establish a single city fund that is easy to understand and access with improved communications and capacity building for community groups. A proposal to establish a sustainable funding pipeline through changes in the way the Neighbourhood Proportion of the Community Infrastructure Levy is used will be part of the proposals consulted upon. The Council will also be consulting on the adoption of an Asset Transfer Policy to enable community groups to become more independent by taking long term ownership of assets. These, and other proposals will be consulted on between March and May 2019 with Council considering final proposals in July 2019. It is anticipated that the Council will be able to start a new grant funding programme from September 2019. This provides a significant mitigation opportunity for most of the impacts identified in this assessment. This assessment does not take into account any mitigation actions that the grant receiving organisations themselves may be able to take to minimise the impacts on people with protected characteristics. Council officers are available to advise and assist any affected organisation.

Group	Neutral	Positive	Negative	Impact Assessment
<p>Race and ethnicity (including Gypsies and Travellers; migrant workers asylum seekers etc.)</p>		<p>The Council does not currently provide any grant to organisations that specifically work with, provide services for people or are led by people who have black or minority ethnic heritage.</p> <p>The Council's proposals for a more open, transparent and accessible grants process will open up opportunities for these organisations to benefit from funding in the future.</p>		
<p>Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>	<p>Living Options Devon has historically received a core grant of £5,000 for providing advice to the planning authority. This grant is estimated to be @ 0.3% of annual turnover (£1.5m).</p> <p>There will be no grant in 2019/20</p>	<p>The Council's proposals for a more open, transparent and accessible grants process will open up opportunities for all organisations to benefit from funding in the future</p>		<p>IMPACT NEUTRAL The impact of no grant to Living Options Devon for planning advice will have a neutral impact on people with disabilities as the Planning Authority already discharges its statutory duties without reference to living Options Devon.</p>

<p>Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>		<p>The Council's proposals for a more open, transparent and accessible grants process will open up opportunities for all organisations to benefit from funding in the future</p> <p>This group will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.</p>	<p>Magic Carpet provides creative art sessions specifically to people with disabilities and/or health or social issues. In 2018/19 Magic Carpet received a core grant of £1,500 in 2018/9. They will receive a £750 grant in 2019/20.</p>	<p>IMPACT LOW</p> <p>The impact of a reduced grant to Magic Carpet may have some impact on people with disabilities as there maybe increased charges for creative arts sessions or reduced number of sessions</p> <p>Council officers are available to advise and assist any affected organisation to identify mitigation actions.</p>
<p>Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>		<p>The Council's proposals for a more open, transparent and accessible grants process will open up opportunities for all organisations to benefit from funding in the future</p> <p>This group will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.</p>	<p>Exe Access provides transport within the City for people with disabilities. Exe Access received a core grant of £17,240 in 18/19. This grant is estimated to be @ 15% of annual turnover.*</p> <p>They will receive a £8620 grant in 2019/20.</p>	<p>IMPACT HIGH</p> <p>The impact of a reduced grant will have some impacts on people with disabilities. Exe Access have written to the Council to say a smaller grant may lead to reduced opening times which may reduce access for disabled people to community</p>

				<p>transport for shops and attractions and may restrict day to day living for some disabled people.</p> <p>Council officers are available to advise and assist any affected organisation to identify mitigation actions.</p>
<p>Gender</p>		<p>The Council's proposals for a more open, transparent and accessible grants process will open up opportunities for all organisations to benefit from funding in the future</p> <p>This organisation will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.</p>	<p>Devon Rape Crisis and Sexual Abuse Services is the only organisation currently in receipt of a grant from the Council that is female led. Though they do provide some services for young men they are predominantly providing services to female survivors of rape and sexual abuse. In addition as members of the Rape Crisis Federation all their trustees and the CEO must be women.</p> <p>Devon Rape Crisis and Sexual Abuse Services received a rent grant of £5,900 in</p>	<p>IMPACT LOW The impact of a reduced grant may have an impact on vulnerable people due to the possibility of changes in service delivery.</p> <p>Devon Rape Crisis and Sexual Abuse Services have written to the council to say the reduction in the grant may impact on service delivery at a time when they are facing increased delivery costs.</p> <p>Council officers are available to advise and assist any</p>

			18/19. This grant is estimated to be @ 2% of annual turnover. They will receive a grant of £2,950 for 2019/20.	affected organisation to identify mitigation actions.
Gender reassignment		<p>The Council does not currently provide any grant to organisations that specifically work with, provide services for people or are led by people who have undergone gender reassignment.</p> <p>The Councils proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future</p>		
Religion and belief		The Council does not currently provide any grant to organisations that specifically work with, provide services for people or are led by people who have a particular religious belief or none.		

		It cannot provide funding for proselytising however the Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future		
Sexual orientation (including heterosexual, lesbian, gay, bisexual)		<p>The Council does not currently provide any grant to organisations that specifically work with, provide services for people or are led by people who identify as lesbian, gay or bisexual.</p> <p>The Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future</p>		
Age (Children and young people, older adults and vulnerable adults)		The Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future	<p>Age UK Exeter provides services to older adults (over 50). They received a rent grant of £5,000 and a Core grant of £17,400 in 18/19. This grant is estimated to be @ 1.7% of their annual</p>	<p>IMPACT LOW The impact of a reduced grant may have an impact on older people due to the possibility of changes in service delivery. Age UK Exeter have</p>

		This organisation will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.	turnover. They will receive a rent grant of £2,500 and Core grant of £8,700 for 2019/20.	written to the council to say the reduction in the grant may impact on service delivery Council officers are available to advise and assist any affected organisation to identify mitigation actions.
Age (Children and young people, older adults and vulnerable adults)		The Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future These organisation will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer. The Council is proposing to put in place an Asset Transfer Policy and is keen to hear from current VCSE tenants who are interested in this approach	Exeter BMX Racing Club, Exeter Cycle Speedway Club provide opportunities for young people to take part in sport. Exeter BMX Racing Club received a rent grant of £19,740 in 18/19. This grant is estimated to be @ 50% of their annual turnover. They will receive a rent grant of £9,870 for 2019/20. Exeter Cycle Speedway Club received a rent grant of £13,018 in 18/19.	IMPACT HIGH The impact of a reduced grant is likely to have a high impact on the young people who use the facilities if the clubs are unable to find the funding required to pay the Council for the rent of their tracks, members already fund raise to cover all other running costs. Both these clubs say the reduction in grant could lead to closure British Cycling have approached the council regarding

			<p>This grant is estimated to be @ 50% of their annual turnover.</p> <p>They will receive a rent grant of £6,509 for 19/210.</p>	<p>both the BMX club and the Exeter Cycle Speedway Club to ask if asset transfer is a possibility.</p> <p>The impact may be reduced to LOW if the Clubs are able to take over the assets which the Council supports in principle as an approach.</p> <p>Council officers are available to advise and assist any affected organisation to identify mitigation actions.</p>
<p>Age (Children and young people, older adults and vulnerable adults)</p>		<p>The Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future</p> <p>This organisation will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.</p>	<p>Exe Water Sports Association is an umbrella group for a number of clubs.</p> <p>Exe Water Sports Association received a rent grant of £ 8,160 in 18/19. This grant is estimated to be @ 18% of their annual turnover.</p>	<p>IMPACT LOW</p> <p>The impact of a reduced grant may have an impact on the cost of membership fees for affiliated clubs so this could impact on individuals through increased fees</p> <p>Council officers are available to advise</p>

		The Council is proposing to put in place an Asset Transfer Policy and is keen to hear from current VCSE tenants who are interested in this approach	Exe Water Sports Association will receive a rent grant of £4,080 in 19/20.	and assist any affected organisation to identify mitigation actions.
Age (Children and young people, older adults and vulnerable adults)		<p>The Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future</p> <p>This organisation will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.</p> <p>The Council is proposing to put in place an Asset Transfer Policy and is keen to hear from current VCSE tenants who are interested in this approach</p>	<p>Scrapstore provide craft materials to play groups, schools, community groups and families and therefore benefit children. Scrapstore received a rent grant of £8,200 in 18/19. This grant is estimated to be @ 18% of their turnover.</p> <p>¼ of the grant is for storage of materials and the remainder contributes to the costs of the hut in Belmont Park.</p> <p>Scrapstore will receive a rent grant of £4,100 for 19/20.</p>	<p>IMPACT MEDIUM</p> <p>The impact of a reduced grant is likely to have an impact as it may mean an increase in fees to community groups who use the service.</p> <p>The Scrapstore have written to the Council to say that they would like to explore the transfer of the hut in Belmont Park. In principle the Council supports this approach.</p> <p>There is also a potential impact on children and families from the more deprived areas who are target</p>

				<p>groups for these services.</p> <p>Council officers are available to advise and assist any affected organisation to identify mitigation actions.</p>
<p>Age (Children and young people, older adults and vulnerable adults)</p>		<p>The Council's proposals for a more open, transparent and accessible process will open up opportunities for all organisations to benefit from funding in the future</p> <p>This organisation will receive the equivalent of 6 months of their 18/19 grant giving time to explore other options for funding or asset transfer.</p>	<p>Merry Go Round Toy and Leisure Library provide toys to children, families and child minders in the most deprived areas of the city.</p> <p>Merry Go Round received a core grant of £1,000 in 18/19. This grant is estimated to be @ 5% of their annual turnover. Merry Go Round will receive a grant of £500 for 19/20.</p>	<p>IMPACT LOW</p> <p>The impact of a reduced grant for the Merry Go Round may have some impact as it may mean an increase in fees to families and other groups who use the service.</p> <p>There is also a potential impact on children and families from the more deprived areas who are target groups for these services.</p> <p>Council officers are available to advise and assist any</p>

				affected organisation to identify mitigation actions.
Areas of deprivation		his IMPACT for individuals with protected characteristics who use CAB services can be mitigated as it is the Councils proposal to contract for independent information and advice services in 2019.	<p>Citizens Advice Bureau (CAB) provide information and advice to residents. Citizens Advice have written to the Council to say that 32% of clients are from minority ethnic communities</p> <p>41% are disabled or living with a long term health condition</p> <p>59.7% are female 82.9% are of working age</p> <p>CAB received a rent grant of £39,328 and a core grant of £84,800 in 18/19. This grant is estimated to be @ 20% of their annual turnover.</p> <p>CAB will receive a rent grant of £19,664 and a core grant of £42,400 in 19/20.</p>	<p>IMPACT HIGH</p> <p>The reduction in grant to the CAB will have a HIGH impact people with many of the protected characteristics including women, ethnic minorities and adults of working on low incomes.</p> <p>The CAB have written to the Council to explain that a reduction in grant will lead to a direct reduction in service which will impact people from low income households. This could have an impact on individuals who may be unable to get a service.</p> <p>This IMPACT for individuals with</p>

				protected characteristics can be mitigated as it is the Council's proposal to contract for independent information and advice services in 2019.
Areas of deprivation		<p>It is proposed that all 8 Community Associations that run a community centre will continue to receive a grant at the same level of the 18/19 grant. These are:</p> <ol style="list-style-type: none"> 1. Topsham Community Association – Matthews Hall 2. Stoke Hill Community Association - St Katherine's Priory 3. Exeter Community Initiatives - Exwick Community Centre 4. Wonford Community and Learning Centre Ltd 5. Alphington Community Association 6. Newcourt Community Association 7. Sylvania Community Facilities Association 8. Stoke Hill Pre School Group 		<p>IMPACT NEUTRAL</p> <p>As the grant funding for Community Associations is staying the same there is no impact identified for their service users.</p> <p>Council officers are available to advise and assist any affected organisation to identify mitigation actions.</p>

		<p>Two of these Community Associations are in areas of relative deprivation – Exwick and Wonford. All Community Associations provide facilities for a wide range of groups and interests within their communities.</p> <p>The Council's proposals for a more open, transparent and accessible process will open up opportunities for these organisations to benefit from funding in the future</p>		
Areas of deprivation		<p>Turntable will no longer be offered a grant but negotiations are underway to agree a contract for services with the Council's Housing Needs Team who regularly refer Council tenants to this service.</p>	<p>Turntable provide a service to a high proportion of people in social housing.</p>	<p>IMPACT NEUTRAL As the grant funding for Turntable is being replaced by a contract for services there is no impact identified for their service users.</p>
Human Rights	<p>There is no evidence to suggest that the action plan would have a potential impact on this characteristic.</p>			

** Information in relation to an organisations turnover was provided to officers in the interviews that took place in 2018. This information has not been subject to any formal audit or validation.*

The following organisations are also being offered a grant for 19/20

Exeter Relate: Proposed rent grant for 19/20 £6,800
Topsham Museum: Proposed rent grant for 19/20 £2,779
Barnfield Theatre: Proposed rent grant for 19/20 £6,053

Lead officer: Jo Yelland, Director