



Exeter  
City Council

## APPENDIX 3

### Equalities Impact Assessment: Exeter Community Grants Programme

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 impacts 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

In 2018 the Council identified a need to modernise the current community and arts grants programmes. An independent review was commissioned and completed with a report published on the findings in October 2018. In February 2019 the Executive approved in principle proposals for future policy and mandated the Directors, in consultation with the Portfolio Holders for Communities and Culture, to draft policy for public consultation to commence in March with a final report to be presented to Council in July 2019.

A key aim is to achieve a new policy and approach that will provide a sustainable funding pipeline for community and arts grants through the Neighbourhood Proportion of the Community Infrastructure Levy (CIL), the New Homes Bonus and funds other than General Fund. Executive Committee are now being asked to consider the report and recommend that Council adopts and mobilises the new Exeter Grants Programme and established the Exeter City Grant Fund to address the demands that development places on the city.

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

**Main beneficiaries of the new programme are::** Residents and community groups across the city who will be supported to create community solutions to local issues and better link grant funds to deliver city council priorities of addressing inequalities, improving health and wellbeing, getting people active, finding creative community-based solutions to locally defined problems and developing community buildings, assets and green spaces to enhance our city.

### **Consultation**

Extensive listening exercise was undertaken in 2018 to review the current grant programme and a formal public consultation on the proposal was completed in 2019 and amendments made. No specific actives were targeted at people with protected characteristic within the consultation programme but a wide range of community and voluntary organisations were invited and encouraged to participate with focus groups and discussions independently facilitated. Online questions were made available through council website and social media channels.

For each of the areas below, an assessment has been made on whether the programme will have a **positive, negative or neutral impact**, and brief details of why this conclusion has been reached and notes of any mitigation are included. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest		Impact
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers asylum seekers etc.)	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future.	Positive
<b>Disability:</b> 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.	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future.	Positive
<b>Sex/Gender</b>	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future.	Positive
<b>Gender reassignment</b>	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future.	Positive
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions)	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future	Positive
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual)	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future.	Positive
<b>Age</b> (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	The proposals for a more open, transparent and more accessible process will open up opportunities for these organisations to benefit from funding in the future	Positive

### **Actions identified that will mitigate any future negative impacts and/or promote inclusion**

Concerns put forward during the consultation in relation to equalities are

- Some groups being more able than others to benefit from crowdfunding using digital platforms or other means
- Some groups having more opportunity and resources to find match funding for their projects
- Literacy, numeracy, language and other skills impacting on the ability and confidence of some groups to put in applications for funding
- Older people potentially being disadvantaged in the use of digital platforms
- Younger people being potentially disadvantaged in not having knowledge and awareness of the grants programme

These actions will assist in mitigation

- Not all grants will require match funding
- Application process will be simple and easy to use and opportunities will be widely promoted through community and other networks
- Wellbeing Exeter Community Builders in each ward will be available to support community groups
- The introduction of a commissioning approach for strategic service provision within the new system is a particularly positive benefit for reducing inequality, as these services will be specifically targeted at people with greatest needs including those with protected characteristics.
- As mobilisation takes place officers will monitor the impact of the new programme on people with protected characteristics as set out in the Disability Act (2010) and seek opportunities to promote the new programme to these and other potentially disadvantaged groups in particular.

**Officer:** Dawn Rivers Communities Programme Manager  
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