

APPENDIX 4

Equality Impact Assessment - Exeter Community Grants Programme Transition Impacts on previous grant receiving organisations

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

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.

Interim arrangements were agreed in March 2019 to provide some grant funding to organisation who have traditionally had annual core and rent grants under the old system. This was to provide some security of funding to these organisations whilst formal consultation took place on the proposed future arrangements.

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 activities 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, in relation to the services provided by specific organisations who have been in receipt of Council core and rent grants 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).

For each of the areas below, an assessment has been made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made 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		Impact
-----------------------------------	--	--------

interest		
Race and ethnicity (including Gypsies and Travellers; migrant workers asylum seekers etc.)	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. 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
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. This can include mental health conditions, long term illnesses such as cancer and HIV, cognitive issues, learning disabilities and sensory impairments)	Exe Access have written to the Council to say that a reduction in grant may lead to reduced opening times which may reduce access for disabled people to community transport for shops and attractions and may restrict day to day living for some disabled people. 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.	High
Sex/Gender	Devon Rape Crisis and Sexual Abuse Services have written to the council to say the reduction in the rent grant may impact on service delivery. The proposals for a more open, transparent and more accessible process will open up the potential for these organisations to benefit from funding opportunities in the future.	High
Gender reassignment	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. 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
Religion and belief (includes no	The council does not currently provide any grant to	

belief, some philosophical beliefs such as Buddhism and sects within religions)	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 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
Sexual orientation (including heterosexual, lesbian, gay, bisexual)	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. 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
Age (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).	Age UK Exeter provides services to older adults (over 50). Age UK Exeter have written to the council to say the reduction in the grant may impact on service delivery. 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
Community relations		
Human Rights		
Actions identified that will mitigate any future negative impacts and/or promote inclusion		
<p>Council officers have responded to requests from individual organisations for advice and support and some of this is on-going in relation to individual organisations. Liaison and networking will continue with forums in the city that represent the interests of place based and special interest groups.</p> <p>The introduction of a commissioning approach for strategic service provision within the new system is a particularity positive benefit for reducing inequality, as these services will be specifically targeted at people with greatest needs including those with protected characteristics. This includes the commissioning of the Voluntary and Community Sector Support Service to provide support to community groups and organisations to focus on working sustainably to make a difference and create change.</p> <p>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</p>		

groups in particular.

Officer: Dawn Rivers Communities Programme Manager
June 2019