

Equality Impact Assessment: Exeter Community Grants Programme proposals 2024/25

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.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 22 nd January 2024 Council 20 February 2024	Exeter Community Grants Programme review	That Executive recommends and Council approves:- proposals for the Community Grants Programme for 24/25 and how out this can be funded using the Neighbourhood portion of the	All residents in Exeter impacted by the decision to be made, particularly those from most deprived LSOAs within the city

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		Community Infrastructure Levy (NHCIL) in 24/25	

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. 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	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	High	<p>Relevant for all groups with protected characteristics: The review and proposals for the 2024/25 Exeter Community Grants programme (including Funding committed for Wellbeing Exeter) seeks to provide resources & funds for the local voluntary sector and be available to all community groups and organisations that represent a wide and diverse range of residents across the city</p> <p>Priority will be given to those community organisations and groups that have a positive effect on community health and wellbeing and tackling health inequalities across the city.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			<p>Examples include Wellbeing Exeter Community Connectors embedded within Inclusive Exeter and the work to support asylum seekers, guests from Afghanistan and Ukraine.</p> <p>17% of the young people in community connecting in 2021/22 were from a non-white, non-British background.</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 impact on their ability to carry out normal day-to-day activities.</p>	<p>Positive</p>	<p>Medium</p>	<p>As above</p> <p>Wellbeing Exeter community connectors and builders regularly work with people with long term health problems and those with disabilities. 35% of adults working with Wellbeing Exeter/Cranbrook in 2023 were supported by Community Connectors were unable to work due to sickness or disability.</p>
<p>Sex/Gender</p>	<p>Positive</p>	<p>Low</p>	<p>As above</p> <p>In 2021/22 58% of adults referred into community connecting were female. Wellbeing Exeter’s family work evidences that 94% of those we work with are female.</p>
<p>Gender reassignment</p>	<p>Positive</p>	<p>Low</p>	<p>As above</p>
<p>Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).</p>	<p>Positive</p>	<p>Low</p>	<p>As above</p>
<p>Sexual orientation (including heterosexual, lesbian, gay, bisexual).</p>	<p>Positive</p>	<p>Low</p>	<p>As above</p>
<p>Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older</p>	<p>Positive</p>	<p>Medium</p>	<p>As above</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
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).			<p>WE's age based work includes two adult community connectors based at RAMM/Age UK Exeter, where their work focuses on isolated older adults. This area of work enables us to work with older adults who are most likely to suffer from loneliness and isolation or suffer from cost of living crisis, connecting them with cultural community based cultural opportunities.</p> <p>Our six 'Community Connectors – Young People' focus their work on younger people and they are hosted via local partners YMCA, Space and Young Devon. 228 young people were referred to Wellbeing Exeter in 2021/22.</p> <p>Wellbeing Exeter also has two Family Community Connectors working with young families, to which there were 65 referrals in 2021/22.</p>
Pregnancy and maternity including new and breast feeding mothers	Positive	Low	As above
Marriage and civil partnership status	Positive	Low	As above

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

- Our Wellbeing Exeter case for support highlights the focus of the new core model, which prioritises support for individuals from our communities in Exeter with the poorest health incomes. These communities have a higher percentage ofm groups from protected characteristics than the mean average across the city.
- The report proposes that future grant funding is targeted towards communities and projects that will have the greatest impact against local need. For example, allocating grants to addressing specific issues faced predominately in priority neighbourhoods such as digital exclusion, where there is a strong evidence based on effective approaches that deliver measurable impacts.

- Priority given to those organisations applying for community grants that address inequalities and promote inclusion of those residents and communities within protected characteristic groups
- Continued work and prioritisation with organisations within the Wellbeing Exeter alliance that specifically work with groups with protected characteristics – e.g. Inclusive Exeter

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Date: 10/01/2023