



Equality Impact Assessment: Community Grants Programme 2025/26

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 Committee	Community Grants Programme 25/26	Allocate £340,000 and £371,000 from the NHCIL reserve to Wellbeing Exeter for 25/26 and 26/27 and £72,000 from the Wellbeing Exeter reserve for 2026/27. Delegate authority to adjust funding and consult residents on future use of the Neighbourhood Portion of the CIL.	All residents in Exeter impacted by the decision to be made, particularly those from most deprived LSOAs within the city

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant)	Positive	High	The proposals to extend funding of the Exeter Community Grants Programme into 25/26 and to continue Wellbeing Exeter funding to 27/28 allows for community development and social prescribing work to deepen in priority neighbourhoods and

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
workers; asylum seekers).			<p>those most affected by development. Continuing with ward and city grants allows for hyper local community groups to apply for seed funding for local activities. 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> <p>Examples include Wellbeing Exeter Community Connectors and the work to support asylum seekers, guests from Afghanistan and Ukraine.</p> <p><i>Discontinuing this funding will have a significant impact on people with protected characteristic particularly through the work of Wellbeing Exeter.</i></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.	Positive	Medium	<p>As above 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. <i>Discontinuing this funding will have a significant impact on people with protected characteristic particularly through the work of Wellbeing Exeter.</i></p>
Sex/Gender	Positive	Low	<p>As above Over half of adults referred into community connecting within Wellbeing Exeter are female.</p>
Gender reassignment	Positive	Low	<p>All Community groups are encouraged to apply for City Grants to support local activities. Wellbeing Exeter Community Builders work alongside residents on issues they identify as priorities in their neighbourhoods and communities.</p>
Religion and belief (includes no belief, some philosophical beliefs such as	Positive	Low	

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Buddhism and sects within religions).			
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive	Low	
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).	Positive	Medium	
Pregnancy and maternity including new and breast-feeding mothers			
Marriage and civil partnership status			

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

- The Wellbeing Exeter case for support published in 2023 highlights the new core model, which prioritises communities with the poorest health incomes. These communities have a higher percentage of groups from protected characteristics than the mean average across the city.
- From 2024 Wellbeing Exeter work is more targeted towards communities with greatest needs: e.g. those with poorest health outcomes.

- The City Grants fund also prioritises allocating grants to addressing specific issues faced in priority neighbourhoods such as digital exclusion, where there is compelling evidence based on effective approaches that deliver measurable impacts.
- Priority is given to those organisations applying for community grants that address inequalities and promote inclusion of those residents and communities within protected characteristic groups

Officer: Stephen Clayton

Date: 22 October 2024