

## Essential Reference Paper C – Draft Equality Impact Analysis

### 1. Equality Impact Analysis (EqIA) Form

<b>Title of EqIA (policy/change it relates to)</b>	Discretionary Grants Policy	<b>Date</b>	November 2019
<b>Team/Department</b>	Community Wellbeing and Partnerships		
<b>Focus of EqIA</b>  What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>To administer the <b>Community Grants Programme</b> in a fair, consistent and transparent manner to help take forward the Council’s emerging corporate priorities in sustainability, engagement and collaboration with the community, economic growth and digital innovation. Officers within the Community Wellbeing and Partnerships Team will manage the programme with administrative support. All residents living, working and playing in East Herts benefit. Report to Full Council to ask Members whether they would like to open up the programme to individuals and informal groups and enable them to apply for a small grant up to £300.</p> <ul style="list-style-type: none"> <li>• High quality, accessible sports and community facilities and accessible outdoor spaces so it is easier for people with learning disabilities or mobility difficulties to take part</li> <li>• More arts, culture, sports and health and wellbeing activities to assist with the East Herts Social Prescribing Service (non medical community based health solutions), Dementia Friendly East Herts and tackle isolation and loneliness among all ages</li> <li>• Widen access to arts and culture and encourage people to come together</li> <li>• Reconnect residents to local history and have pride in place</li> <li>• Increased number of residents coming together to tackle an identified local problem, using local assets</li> <li>• Safer and resilient neighbourhoods</li> <li>• Support for all residents to achieve a healthy weight, eat well, stay active and maintain their independence and take care of their mental health</li> <li>• Support people who are tackling addiction</li> <li>• Increased usage of community buildings and outdoor spaces</li> <li>• Creating facilities that are more than a “hall for hire”</li> <li>• Reducing the carbon footprint by installing energy efficiency measures</li> </ul>		

## 2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Age</b>	<p>We know that many successful applicants are groups that are in the Council's system and are repeat applicants. Most are established charities, town and parish councils, sports clubs and village halls</p> <p>25% of grant funded projects benefit older or vulnerable people. Vulnerable groups and residents living in disadvantages areas are a priority for the Council.</p>	<p>In the past, feedback has been that the online form is difficult to use; doesn't work properly on some personal IT devices. Difficult to obtain endorsement from EH Member in the required time.</p>	<p>Lack of uptake by grass roots organisations and voluntary led groups. disinterest and perception that effort required to be awarded a grant is too much, lack of confidence in ability to be successful.</p>	<p>Set up a small grants programme for individuals and informal groups with a very simple online application</p> <p>Provide a named officer who can help. Continue to improve online application process. Provide a paper copy if requested</p> <p>Advise organisations that work with older people of grant deadlines.</p> <p>Prioritise projects in areas of disadvantage.</p>
<b>Disability</b>	As above	As above	As above	As above plus advise organisations that work with people with disabilities and long term conditions of deadlines.

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<b>Gender reassignment</b>	As above	As above	As above	As above plus advise organisations that support residents in this situation about grant deadlines.
<b>Pregnancy and maternity</b>	N/A			
<b>Race</b>	<p>We know that many successful applicants are groups that are in the Council's system and are repeat applicants. Most are established charities, town and parish councils, sports clubs and village halls</p> <p><i>25% of grant funded projects benefit older or vulnerable people. Vulnerable groups and residents living in disadvantages areas are a priority for the Council.</i></p>	As above	As above	<p>As above, plus ensure that groups working with people from ethnic minority communities are receiving notifications about grant deadlines.</p> <p>Provide Members with more details on deadlines and encourage them to help groups with the application questions.</p>

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Religion or belief</b>	Projects that promote a specific religion or political belief are ineligible	As above	As above	As above, plus ensure that churches and faith groups are receiving notifications about grant deadlines.  Applications from church halls or religious organisations may only be made where the halls are used for physical recreation, cultural, social and community benefit and where the project is to benefit the wider community with a secular aim.
<b>Sex/Gender</b>	We know that many successful applicants are groups that are in the Council's system and are repeat applicants. Most are established charities, town and parish councils, sports clubs and village halls  <i>25% of grant funded projects benefit older or vulnerable people. Vulnerable groups and residents living in disadvantages areas are a</i>	As above	As above	As above, plus ensure that womens organisations or mens organisations are receiving notifications about grant deadlines.

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	<p><i>priority for the Council.</i></p> <p>Single gender organisations are invited to to apply as long as they can demonstrate if asked that they comply with the Equality Act 2010</p>			
<b>Sexual orientation</b>	As above	As above	As above	As above, plus ensure that local LGBTQ organisations are receiving notifications about grant deadlines.
<b>Marriage and civil partnership</b>	N/A			

**Assessment of overall impacts and any further recommendations**

The council is committed to ensuring that individuals or groups of individuals are not treated differently or less favourably in terms of being able to apply for a community grant. At all times, it aims to take an inclusive approach and ensure that any individual or group that wants to is able to fully participate in applying for a grant..

The council’s preferred method of receiving applications in online. However if requested a paper copy can be sent out and postal applications will be accepted. Friendly advice and guidance on completing the forms are available from Council officers and the Broxbourne and East Herts Councils for Voluntary Service and Community Development Action Herts, free of charge.

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<p>Information about grants is available through the Council's ebuletin and is promoted in Link magazine and on social media. Traditional flyers are also produced on occasion and distributed to Members, libraries, leisure centres and village halls and parish/town councils. Information on deadlines and priorities is available on the website and via parish/village newsletters.</p> <p>Announcement about deadlines is done via emails to Members, external partners and database of known community and voluntary organisations. Members are asked to refer organisations to the scheme.</p> <p>There is no evidence to suggest that grants are being unfairly allocated. An independent audit (Dec 2019) concluded that there is satisfactory assurance that there are effective controls in place and good decision making processes.</p>				

**3. List detailed data and/or community feedback which informed your EqIA (If applicable)**

<b>Title</b> (of data, research or engagement)	<b>Date</b>	<b>Gaps in data</b>	<b>Actions to fill these gaps: who else do you need to engage with?</b> (add these to the Action Plan below, with a timeframe)
<p><b>None.</b></p>			

**4. Prioritised Action Plan (If applicable)**

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
None.				

**EqIA sign-off:** (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

**Lead Equality Impact Assessment officer:**

**Date:**

**Directorate Management Team rep or Head of Service:**

**Date:**

**Author of Equality Impact Analysis:** Claire Pullen, Housing and Health Projects Officer **Date:** 27/11/19