

# Equalities Analysis Assessments

## 1. Proposal Summary Information

EAA Title	<b>2023-27 VCS funding programme</b>
Please describe your proposal?	<b>Scheme</b> The proposed programme will provide grants and contracts for VCS organisations to deliver services to meet council and Ealing Borough Based Partnership (EBBP) priorities
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	Cabinet Report Decision

### 1. What is the proposal looking to achieve? Who will be affected?

A new VCS funding round is being proposed for 2023 - 27, with all current grants ending on 30<sup>th</sup> September 2022 as per the existing grant agreements and 6 month extension agreed by Cabinet in June 2022. The proposed funding streams and priorities will be consulted on in July to September 2022. Following the consultation and having taken the feedback into consideration, the funding streams and priorities will be revised.

It is proposed that the council and EBBP's voluntary sector funding programme will invest £2.241m annually for 4 years (subject to annual budget approval) into organisations to deliver services in line with the councils' Future Ealing principles and outcomes. This will be delivered through grant funding. This is the same level as for the 2019-23 programme so there will be no reduction in overall funding for the programme.

Separate EAAs have been drafted for each of the individual funding streams. This EAA deals with the impact on the protected characteristics of the overall programme.

Residents of the borough, who access the projects and services of organisations funded through the current grants programme will be affected by the proposals as the activities provided may potentially not be delivered in the same way in the new programme. Voluntary sector organisations that are currently in receipt of grants will also be affected as their current funding will end and they will need to bid/apply for funding to deliver activities to meet the new priorities.

Currently over 50 voluntary and community sector organisations receive funding via the grants programme whether this is individually or as part of a consortium. There are no overall figures for the numbers of individual residents who benefit from the services provided however the EAAs for the individual funding streams include data where this is available.

### 2. What will the impact of the proposal be?

The funding programme is one of the ways that the council and Ealing Borough Based Partnership (EBBP) invest in the voluntary and community sector, in recognition of the important role that the sector has in tackling inequality, social exclusion and encouraging community cohesion. The investment continues to support residents from across the borough's diverse communities. The proposals have been informed by the priorities of the council and NW London Integrated Care System which identify areas of inequality for some of the borough's residents.

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Investment in services aimed at targeting those most in need continues to be significant. The council and EBBP have co-ordinated the process for 2023-27 which has enabled us to consider needs across service areas and to align resources around a need or cohort.

The programme invests in services targeting a number of the protected characteristics including older people, women and children experiencing domestic violence, people with disabilities. The programme does not fund projects or services which enable organisations to further their religious beliefs. Overall, the programme continues to invest significantly into the provision of generic services, which are open to all of Ealing's residents.

The impact on the VCS is an important consideration however this EAA focuses on the impact of the overall funding programme on the people who currently benefit from the services provided in terms of the individual protected characteristics rather than the impact on organisations currently in receipt of grant funding.

Whilst some organisations may not be successful in securing funding for 2023-27 as part of the funding programme, the services they deliver are still likely to be provided. There will be a negative impact on organisations but not necessarily on service users who will still be able to access services but potentially through a different provider. There will be a three-month period from when organisations are told the outcome of their application to the start of the new grants/contracts when transition arrangements can take place.

### 2. Impact on Groups having a Protected Characteristic

#### AGE

##### Combination of a positive and negative impact

##### Describe the Impact

Monies will continue to be made available to fund services which will benefit people of all ages. A number of these services will be directed at helping older people, children and young people across all proposed funding streams.

##### Alternatives and mitigating actions which have been considered in order to reduce negative effect:

The pooling of budgets across the council and EBBP has meant a reduction in duplication and a streamlining of priorities.

#### DISABILITY

##### Combination of a positive and negative impact

##### Describe the Impact

Monies will continue to be made available to fund services which will benefit people with disabilities and long-term conditions across all proposed funding streams.

##### Alternatives and mitigating actions which have been considered in order to reduce negative effect:

The pooling of budgets across the council and EBBP has meant a reduction in duplication and a streamlining of priorities.

#### GENDER REASSIGNMENT

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<b>Neutral impact</b>
<b>Describe the Impact</b>
None of the current or proposed provision is specifically targeted at this group. No data is currently available on the numbers of people with this protected characteristic who are making use of the existing services or are likely to make use of any new provision.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
N/A

<b>RACE</b>
<b>Combination of a positive and negative impact</b>
<b>Describe the Impact</b>
Monies will continue to be made available to fund services which will benefit BME communities, in particular the proposal for a specialist BME domestic violence services as is currently funded.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
The pooling of budgets across the council and EBBP has meant a reduction in duplication and a streamlining of priorities.

<b>RELIGION &amp; BELIEF</b>
<b>Neutral impact</b>
<b>Describe the Impact</b>
None of the current or proposed provision is specifically targeted at this group. No data is currently available on the numbers of people with this protected characteristic who are making use of the existing services or are likely to make use of any new provision.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
N/A

<b>SEX</b>
<b>Combination of a positive and negative impact</b>
<b>Describe the Impact</b>
Monies will continue to be made available to fund services which will benefit both men and women across all proposed funding streams.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
The pooling of budgets across the council and EBBP has meant a reduction in duplication and a streamlining of priorities.

<b>SEXUAL ORIENTATION</b>
<b>Neutral impact</b>
<b>Describe the Impact</b>

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None of the current or proposed provision is specifically targeted at this group. No data is currently available on the numbers of people with this protected characteristic who are making use of the existing services or are likely to make use of any new provision.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
N/A

<b>PREGNANCY &amp; MATERNITY</b>
<b>Neutral impact</b>
<b>Describe the Impact</b>
None of the current or proposed provision is specifically targeted at this group. No data is currently available on the numbers of people with this protected characteristic who are making use of the existing services or are likely to make use of any new provision.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
N/A

<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>
<b>Neutral impact</b>
<b>Describe the Impact</b>
None of the current or proposed provision is specifically targeted at this group. No data is currently available on the numbers of people with this protected characteristic who are making use of the existing services or are likely to make use of any new provision.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
N/A

### 3. Impact on other key areas

<b>CARERS</b>
<b>Combination of a positive and negative impact</b>
<b>Describe the Impact</b>
Specific funding has been identified to deliver support for carers. Details are included within the EAA for Short Breaks/Respite Care.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
The pooling of budgets across the council and EBBP has meant a reduction in duplication and a streamlining of priorities.

<b>HEALTH</b>
<b>Combination of a positive and negative impact</b>
<b>Describe the Impact</b>

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A large number of the proposals address health inequalities. This is a key priority for the overall funding programme as demonstrated by the contribution to the overall budget by EBBP which amounts to around 40% of the total funding available.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

The pooling of budgets across the council and EBBP has meant a reduction in duplication and a streamlining of priorities.

### 4. Human Rights

**4a. Does the proposal impact on Human Rights as defined by the Human Rights Act 1998?**

Yes ☐ No ☒

**4b. Does the proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?**

Yes ☐ No ☒

**4c. Does the proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?**

Yes ☐ No ☒

### 5. Conclusion

By having a co-ordinated approach to the funding programme we have been able to streamline services and reduce duplication. This will enable a more effective and efficient service provision which should ensure a minimal change in impact on the protected characteristics.

**5a. What evidence, data sources and intelligence have been used to assess the potential impact/effect of the proposal (including the systems/processes used to collect the data that has helped inform the proposal)? Please list the file paths and/or relevant web links to the information you have described.**

The [Equality Needs Assessment](#) and the [Ealing Joint Strategic Needs Assessment](#) set out where there are inequalities which will be addressed through the overall programme of funding.

Specific data for the impact on the protected characteristics for each funding stream where it is available is included within the individual EAAs for those areas.

Voluntary sector organisations have also contributed data as part of the consultation process and this has been incorporated into the individual EAAs.

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**5. Action Planning:** *(What are the next steps for the proposal please list i.e. what it comes into effect, when mitigating actions will take place, how you will measure impact etc.)*

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
The final EAA will be submitted to Cabinet for consideration at its meeting in November 2022 before final decisions are made	Review by Cabinet on the adverse impact and mitigation measures.	Any further measures to reduce the adverse impact Cabinet approval of the funding criteria/specifications	November 2022	Director of Strategy & Engagement 0208 825 6395
Assessment of applications which will take account of the extent to which applicants can advance equality of opportunity, promote community cohesion and participation in public life	More accurate assessment of impact	Any further measures to reduce the adverse impact	March 2023	Director of Strategy & Engagement 0208 825 6395
Discussions to take place with the new providers to ensure equality implications are considered	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	July 2023	Director of Strategy & Engagement 0208 825 6395
Monitoring of protected characteristics as part of the grant/contract agreement	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	Throughout the grant period	Director of Strategy & Engagement 0208 825 6395

**Additional Comments:**

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### 6. Sign off:

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
Signed:	Signed:	Signed:
Name (Block Capitals):	Name (Block Capitals):	Name (Block Capitals):
JACKIE PINNEY	KIERAN READ	
Date:	Date:	Date:

For EAA's relating to Cabinet decisions: received by Committee Section for publication by Tuesday 1<sup>st</sup> November

### Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
  - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
  - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
  - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
  - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.