

Equalities Analysis Assessments

1. Proposal Summary Information

EAA Title	Community Connections
Please describe the proposal?	Scheme The proposal is to grant fund a wide range of community projects that provide solutions and opportunities for people that tackle social isolation. People who have lived experience of using services should be central to those services being developed, run, monitored, and reviewed.
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?

To distribute grant funding to a range of community projects that provide solutions and opportunities for people that tackle social isolation.

Social isolation and loneliness affects everyone from children and young people, new parents, single parents, homeless people, people from different minority communities, newly arrived and refugee communities, disabled people and people with mental health needs, older people without families.

We will fund projects in four geographical areas providing a range of activities for children, young people and adults. This proposal provides grant funding at the same level as was provided in the previous grants round. There is no reduction to the funding allocated.

It is expected that these grants will connect up existing activities and develop new opportunities by bringing statutory and voluntary groups together as well as bringing in additional funding.

The service will be reaching out to the whole community, and in particular, groups who would not normally take up preventative and self-care health messages. People of all ages and backgrounds will benefit.

2. What will the impact of your proposals be?

This proposal will encourage different providers to work together, sharing resources and facilities; and bringing people together to support each other and themselves towards better health and wellbeing. It is expected that there will be a wide range of innovative opportunities and activities on offer for people of all ages, and with different conditions and lifestyles to participate in; and take a more active role in their neighbourhoods.

People will be supported to take greater control of their own health, resulting in improvements in quality of life and mental and general wellbeing, and reducing levels of depression and anxiety. The proposal will result in funding being allocated to a wide range of community projects to provide alternative solutions and opportunities for people.

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2. Impact on Groups having a Protected Characteristic

AGE

Positive Impact

Describe the Impact

Nationally over 1 million older people say they are always or often feel lonely and in Ealing 50% of people aged over 65 live alone. The proposal will help older people to build connections within their local areas as well as supporting initiatives such as befriending to reach out to people in their own homes. The whole community approach will facilitate ensuring access for older people and community sector organisations will be able to provide flexible and accessible services.

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

An holistic approach to supporting people of all ages is proposed. This will form part of the grant criteria and application evaluation process.

DISABILITY

Positive Impact

Describe the Impact

Social isolation can affect everyone, this funding priority aims to provide community links and activities both in the home and in the wider community.

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

An holistic approach to supporting people of all abilities is proposed. This will be part of the grant criteria and application evaluation process.

GENDER REASSIGNMENT

Neutral/positive Impact.

Describe the Impact

Services will be inclusive and available to everyone. Neighbourhood focused services which involve participants in designing and running groups, will develop activities that are co-produced and led by participants.

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

An holistic approach to supporting people with different needs is proposed. This will be part of the grant criteria and application evaluation process.

RACE

Positive impact

Describe the Impact

Ealing is an ethnically diverse borough, with 51% of people belonging to Black and Minority Ethnic (BAME) groups. Some communities report that services do not reach them or are culturally inappropriate. This proposal aims to fund projects that bring people together regardless of their race, ethnicity, or health condition to provide holistic activities which encourage people to support each

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other, building stronger communities within localities. Services will be required to be accessible and appropriate for all of Ealing's residents with an emphasis on inclusive services that reach all our communities.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
An holistic approach to supporting people of all backgrounds is proposed. This will be assessed during the grant application and evaluation process.

RELIGION & BELIEF
Neutral impact
Describe the Impact
No data available so no impact can be identified. There is an expectation that each locality will engage with local faith communities as one mechanism for linking communities and building on existing activities. This approach should strengthen community cohesion as well as providing a mechanism for self-care and health promotion messages.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
An holistic approach to supporting people of all faiths and beliefs is proposed. . The locality approach will recognise and reflect the communities within their boundaries and target activities and messages appropriately.

SEX
Neutral Impact
Describe the Impact
No data available so no impact can be identified. People of all genders will be included in the approach.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
An holistic approach to supporting people of all ages and with different needs is proposed.

SEXUAL ORIENTATION
Neutral Impact
Describe the Impact
No data available so no impact can be identified. People of all sexual orientations will be included within the locality approach, with increased understanding and collaboration a key aim.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
An holistic approach to supporting people of all ages with different needs is proposed. This will be included in the grant criteria and application evaluation process.

PREGNANCY & MATERNITY
Neutral Impact
Describe the Impact
No data available so no impact can be identified. The locality approach will include mothers and fathers and young children, linking families with their communities.

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

An holistic approach to supporting people of all ages with different needs is proposed.

MARRIAGE & CIVIL PARTNERSHIP

Neutral Impact

Describe the Impact

No data available so no impact can be identified.

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

An holistic approach to supporting people of all ages with different needs is proposed.

3. Impact on other key areas

CARERS

Positive impact

Describe the Impact

A wide range of activities will be available for everyone, including carers. This will have a positive impact on carers as well as the people they are caring for. Also, carers themselves will benefit from specific group based activities offering support through difficult circumstances as well as important social contact and connections.

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

An holistic approach to supporting people of all ages with different needs is proposed.

HEALTH

Positive impact

Describe the Impact

The new services will tackle loneliness and social isolation this could include keeping people physically active and independent, and help alleviate depression and anxiety. A range of holistic services through social prescribing will have a positive impact on peoples' mental health and wellbeing; and encourage people to take greater control of their own health. The positive outcomes for people who are helped early and who are supported in their own communities are well known.

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

An holistic approach to supporting people of all ages with different needs is proposed.

4. Human Rights

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

Yes ☐ No ☒

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

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Yes ☐ No ☒

4c. Does your 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

The funding available will bring people together to support each other and themselves towards better health and wellbeing. It is expected that there will be a wide range of innovative opportunities and activities on offer for people of all ages, and with different conditions and lifestyles to participate in; and take a more active role in their neighbourhoods.

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

[Joint Strategic Needs Assessment](#)

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5. Action Planning

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	Head of Integrated Commissioning 0208 825 7102
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	Head of Integrated Commissioning 0208 825 7102
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	Head of Integrated Commissioning 0208 825 7102
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/contract period	Head of Integrated Commissioning 0208 825 7102

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):
KASHMIR TAKHAR	KERRY STEVENS	
Date:	Date:	Date:

For EAA's relating to Cabinet decisions: received by Committee Section for publication by Friday 25th May

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.