

Equalities Analysis Assessments

1. Proposal Summary Information

EAA Title	Voluntary sector infrastructure support
Please describe your proposal?	Scheme Proposed funding stream for infrastructure support including volunteer support, VCS development, funding advice, 'voice' for the sector and neighbourhood development
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?

Support for volunteering, funding advice and organisational development, training, a voice for the VCS are high priorities for infrastructure funding. The proposal is to support these services in 2023/24 – 2026/27 via grants subject to annual budget approval.

The infrastructure grants are intended to support VCS capacity to operate and work with the council and Ealing ICP. By being clear on expectations and re-focusing our support we aim to increase the ability of the VCS to promote best practice and impact despite a reduction in overall funding for infrastructure support. Supporting VCS infrastructure will improve the efficiency, effectiveness and sustainability of the sector which in turn will have a positive impact on local residents and communities covering all of the protected characteristics.

2. What will the impact of your proposals be?

The proposals will directly impact those organisations currently in receipt of grant funding to deliver volunteer support, training and capacity building and the representative voice. The approach taken is intended to limit any negative impact on the communities who benefit from the work done by the voluntary and community sector organisations who are supported.

Going forward we propose focusing support on enabling VCS organisations across Ealing to benefit from a higher quality and quantity of volunteering that has a greater impact on our communities, particularly our residents most in need. By providing strong volunteer support and development there will be positive impacts on the VCS to deliver activities for residents and communities.

In the same way, support for capacity building, funding advice, training etc. will positively impact on the sector. Rationalising and strengthening the support to the VCS overall and seeking to leverage additional investment into the borough will provide further benefits for local residents.

2. Impact on Groups having a Protected Characteristic

AGE

Combination of a neutral and negative impact

Equalities Analysis Assessments

Describe the Impact
<p>A number of the voluntary sector organisations that will be supported as a result of VCS infrastructure funding are focused on specific age groups. Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing services are sustainable and work efficiently and effectively.</p> <p>Without any increase in the overall budget available for infrastructure and with increasing costs to the sector the overall financial impact would be negative.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
<p>Whilst there may be a limited negative impact, the council will work with in partnership with voluntary sector organisations to identify other sources of funding where possible.</p>

DISABILITY
Combination of a neutral and negative impact
Describe the Impact
<p>A number of the voluntary sector organisations that will be supported as a result of VCS infrastructure funding are focused on people with disabilities. Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing services are sustainable and work efficiently and effectively.</p> <p>Without any increase in the overall budget available for infrastructure and with increasing costs to the sector the overall financial impact would be negative.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
<p>Whilst there may be a limited negative impact, the council will work with in partnership with voluntary sector organisations to identify other sources of funding where possible.</p>

GENDER REASSIGNMENT
Neutral impact
Describe the Impact
<p>No data available so no impact identified at this time.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
<p>The situation will be continued to be monitored. We will make sure when commissioning infrastructure support that they provide support in an inclusive way that impacts positively on all equalities groups. The small grants pot could provide grants for community-based activities which could contribute to the positive impact on this group.</p>

RACE
Combination of a neutral and negative impact
Describe the Impact
<p>The same range of activities will be funded however this will be done at a reduced level and on a different geographic basis. A number of the voluntary sector organisations that will be supported as a result of VCS infrastructure funding are focused on specific ethnic groups within the borough. Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing services are sustainable and work efficiently and effectively.</p>

Equalities Analysis Assessments

Without any increase in the overall budget available for infrastructure and with increasing costs to the sector the overall financial impact would be negative.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Whilst there may be a limited negative impact, the council will work with in partnership with voluntary sector organisations to identify other sources of funding where possible.

RELIGION & BELIEF
Combination of a neutral and negative impact
Describe the Impact
VCS funding through grants does not support any specific religious organisations.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
None. We will make sure when commissioning infrastructure support that they provide support in an inclusive way that impacts positively on all equalities groups.

SEX
Combination of a neutral and negative impact
Describe the Impact
Some of the voluntary sector groups supported focus on specific genders. Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing services are sustainable and work efficiently and effectively. Without any increase in the overall budget available for infrastructure and with increasing costs to the sector the overall financial impact would be negative.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Whilst there may be a limited negative impact, the council will work with in partnership with voluntary sector organisations to identify other sources of funding where possible.

SEXUAL ORIENTATION
Combination of a neutral and negative impact
Describe the Impact
A small number of the voluntary sector organisations supported focus on the LGBT community. Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing services for the LGBT community are sustainable and work efficiently and effectively. Without any increase in the overall budget available for infrastructure and with increasing costs to the sector the overall financial impact would be negative.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Whilst there may be a limited negative impact, the council will work with in partnership with voluntary sector organisations to identify other sources of funding where possible.

Equalities Analysis Assessments

PREGNANCY & MATERNITY
Neutral impact
Describe the Impact
No data available so no impact identified at this time.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
The situation will be continued to be monitored. We will make sure when commissioning infrastructure support that they provide support in an inclusive way that impacts positively on all equalities groups.

MARRIAGE & CIVIL PARTNERSHIP
Neutral impact
Describe the Impact
No data available so no impact identified at this time.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
The situation will be continued to be monitored. We will make sure when commissioning infrastructure support that they provide support in an inclusive way that impacts positively on all equalities groups.

3. Impact on other key areas

CARERS
Neutral impact
Describe the Impact
Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing services for carers are sustainable and work efficiently and effectively.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
We will make sure when commissioning infrastructure support that they provide support in an inclusive way that impacts positively on all equalities groups.

HEALTH
Combination of a neutral and negative impact
Describe the Impact
Infrastructure support such as fund advice, training, information and support for volunteers will ensure that the organisations providing health related activities and services are sustainable and work efficiently and effectively. Without any increase in the overall budget available for infrastructure and with increasing costs to the sector the overall financial impact would be negative.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Whilst there may be a limited negative impact, the council will work with in partnership with voluntary sector organisations to identify other sources of funding where possible.

Equalities Analysis Assessments

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?

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

Maintaining the budget at the current level means that there should be no significant detrimental effect on the wider VCS. There are now new opportunities for the VCS that didn't exist or weren't as easily accessible before which will help to mitigate any reduction in funding. These include:

- Digital opportunities to improve service delivery, communications & engagement, evaluation and fundraising and challenges & opportunities this creates for organisations
- Alternative forms of investment becoming more accessible, including crowdfunding, peer to peer lending, community shares and social investment
- Charitable & public service investors increasingly using crowdfunding platforms to match-fund for projects

The impact of a reduced budget will be also minimised as we will work to:

- Leverage the additional social value that council suppliers can provide
- Help the local VCS attract investment and become financially sustainable

We will work with other funders and commissioners that support the VCS and communities in Ealing to develop a more coordinated approach to social investment locally, notably to:

- Reduce the risk of funding being duplicated across public services, if not other investors
- Influence the investment to be targeted at Future Ealing outcomes and priority groups as set out in Better Futures, and Better Lives
- Attract and invest in infrastructure that can support communities and VCS organisations to take advantage of the opportunities including digital solutions and alternative forms of investment
- Reduce reliance by the VCS on grant funding and instead support them to explore alternative and more sustainable forms of investment and have exit plans in place for when their current funding ends

Outside of the funding programme we will focus on working with:

- London Councils to further target the London Borough Grants Scheme on the above priorities
- Local authorities in West London to explore what support/commissioning could be mutualised, where there isn't a need for a local connection
- The NHS to take forward an integrated approach to commissioning and delivery of health and social care services.
- London Funders to explore how civil society in London can best be supported and the benefits of local giving initiatives
- LSP and other key organisations to explore how they could better support local communities & VCS, through additional social value as providers, corporate social responsibility, volunteering and support for the community

Equalities Analysis Assessments

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.

Data from the voluntary sector organisations currently providing infrastructure support has come from the performance monitoring forms provided by ECVS, ECN and SCA who are currently receive infrastructure funding.

The [Equality Needs Assessment](#) and the [Ealing Joint Strategic Needs Assessment](#) have also provided data to support the proposals for infrastructure support.

Additional information has also come from a [London Council survey](#) of Third Sector Infrastructure, a review of the funding of Volunteer Centres in London and the results of the Ealing VCS survey.

Draft for consultation

Equalities Analysis Assessments

6. 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	Policy Officer 0208 825 8282
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	Policy Officer 0208 825 8282
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	Policy Officer 0208 825 8282
Monitoring of protected characteristics as part of the grant agreement	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	Throughout the grant period	Policy Officer 0208 825 8282

Additional Comments:

Equalities Analysis Assessments

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 1st 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.