

Equalities Analysis Assessments

1. Proposal Summary Information

EAA Title	VCS Small Grants Fund
Please describe your proposal?	Scheme A small grants fund for 2023-2027 as part of the VCS funding programme
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 small grants fund will support small voluntary and community groups to develop grassroots projects. The fund will be used as a contribution towards the cost activities, projects and services which are consistent with council and EBBP priorities.

The proposal is looking to provide the voluntary and community sector with vital funding to develop neighbourhood based activities/services. Small grants will fund support to a variety of voluntary organisations, many of which focus on one or more of the protected characteristics. Specific criteria for the small grants will be developed following the outcome of the consultation process but the focus will be on

- Targeting support at those most in need to reduce inequality
- Helping people help themselves and each other
- Helping people take advantage of the opportunities in their neighbourhood
- Empowering people to take action to improve their communities

The proposed budget is up to £0.080m with voluntary sector organisations being able to apply for a maximum amount of £5,000. The fund will be managed by the council.

Local residents and communities across the borough in all areas will be directly affected by this proposal as well as voluntary and community sector organisations who will deliver the activities/services.

2. What will the impact of your proposals be?

A small grants fund will provide local, neighbourhood based projects, activities and services which will enable greater involvement by residents and local communities in improving their quality of life. The proposal will positively impact local residents and communities as it will allow for a broader range of activities and services to be delivered at a neighbourhood level and for a wider range of organisations to develop their own projects and activities to help local communities and residents.

The proposed budget could allow for over 16 projects to be developed each year which would directly benefit a large number of local people and communities.

2. Impact on Groups having a Protected Characteristic

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AGE
Positive impact
Describe the Impact
A small grants fund will allow organisations to secure funding to develop new activities which meet the council and EBBP priorities for specific age groups
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

DISABILITY
Positive impact
Describe the Impact
A small grants fund will allow organisations to secure funding to develop new activities which meet the council and EBBP priorities for people with disabilities
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

GENDER REASSIGNMENT
Neutral impact
Describe the Impact
The small grants fund will not discriminate against this protected characteristic but the fund is not designed to specifically support activities/services for this group.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

RACE
Positive impact
Describe the Impact
A small grants fund will allow organisations to secure funding to develop new activities which meet the council and EBBP priorities for specific ethnic groups
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

RELIGION & BELIEF
Neutral impact
Describe the Impact
The small grants fund will not discriminate against this protected characteristic but the fund is not designed to specifically support activities/services for this group.

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

SEX
Positive impact
Describe the Impact
A small grants fund will allow organisations who provide services for specific genders to secure funding to develop new activities for residents and local communities which meet the council and EBBP priorities
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

SEXUAL ORIENTATION
Positive impact
Describe the Impact
A small grants fund will allow organisations who provide services for the LGBT community to secure funding to develop new activities for residents and local communities which meet the council and EBBP priorities
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

PREGNANCY & MATERNITY
Neutral impact
Describe the Impact
The small grants fund will not discriminate against this protected characteristic but the fund is not designed to specifically support activities/services for this group.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

MARRIAGE & CIVIL PARTNERSHIP
Neutral impact
Describe the Impact
The small grants fund will not discriminate against this protected characteristic but the fund is not designed to specifically support activities/services for this group.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

3. Impact on other key areas

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CARERS
Positive impact
Describe the Impact
A small grants fund will allow organisations who provide services and support for carers to secure funding to develop new activities which meet the council and EBBP priorities
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

HEALTH
Positive impact
Describe the Impact
A small grants fund will allow organisations to secure funding to develop new health related activities for residents and local communities to meet the council and EBBP priorities
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

4. Human Rights
4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
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 <input type="checkbox"/> No <input checked="" type="checkbox"/>

5. Conclusion
The impact on the protected characteristics is either positive (where potential new projects focus on specific equality groups) or neutral. Applicants will be asked to identify the equality groups their projects are focused on and this will be considered as part of the application assessment process. No group will be negatively impacted by the awarding of small grants.
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.
The Equality Needs Assessment and the Ealing Joint Strategic Needs Assessment set out where there are inequalities which could potentially be addressed through a small grants fund.

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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 – Strategy & Engagement 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	VCS small grants working group
Monitoring of the profile of activities receiving grant funding	A wide range of people are able to benefit from the activities and services funded	A profile of users which is representative of the borough's population across all protected characteristics	Ongoing throughout the grant period	VCS small grants working group

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 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.