

**Charnwood Borough Council**

**Equality Impact Assessment  
'Knowing the needs of your customers and employees'**

**Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

**Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

**Step 1 – Introductory information**

Title of the policy	Members Grants Scheme
Name of lead officer and others undertaking this assessment	Julie Robinson
Date EIA started	February 2018
Date EIA completed	March 2018

**Step 2 – Overview of policy/function being assessed:**

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>Charnwood Borough Council recognises the value and contribution of individuals, voluntary sector organisations and other community-led projects and the benefits they provide to the residents of Charnwood.</p> <p>Through our Charnwood grant schemes we provide a range of grants to help organisations, groups and individuals access the funding support they need.</p> <p>Voluntary sector organisations that are supported are those who contribute to delivering services and activities that meet the Council's corporate objectives.</p> <p>It is the Council's aim to ensure the grants process is inclusive of all community groups and funding supports projects targeting individuals across a range of protected characteristics, as outlined in the Equality Act 2010.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>It is the Council's aim to ensure that the grants process is inclusive of all community groups and funding supports projects targeting individuals/ residents across a range of protected characteristics, as outlined in the Equality Act 2010.</p> <p>Analysis is therefore undertaken to ensure that the grant is distributed in a reasonable and proportionate manner.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>Evaluation takes place on successful grant applications to analyse whether there are any gaps with regards to the protected characteristics in order to ensure the grants process is fair and equal to all. In particular, analysis is undertaken to determine any barriers which may prevent specific community groups / communities of interest accessing provision.</p>

### **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

- Analysis of grant applications and monitoring and evaluation data and information
- Many of the voluntary sector organisations currently supported impact upon a diverse customer base because of the universal access to the services they provide, although a number of them are more specifically targeted towards individuals / groups that are covered by the protected characteristics e.g age, disability

What does this information / data tell you about diverse groups? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The information tells us that the voluntary sector organisations supported provide a range of services that acknowledge individuals from protected characteristics.

It is acknowledged that some of the voluntary sector organisations support individuals with multiple characteristics and those projects supporting the wider community have a wide range of beneficiaries.

Where possible equalities information is provided as part of the monitoring data from voluntary sector organisations that are awarded a grant by the Council. There are a number of organisations that specifically cover age, disability, race, religion, sex.

### **Step 4 – Do we need to seek the views of others? If so, who?**

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

At this stage of analysis it is felt the information currently held on the Charnwood Grants scheme is sufficient to analysis trends and determine any barriers or negative impacts.

### Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).	
	Comments
<b>Age</b>	There is a reasonable proportion of grant funding awarded to projects relating to Age. Of the grants awarded, there is a reasonable proportionate spread between projects for older and younger people. It is anticipated that this scheme will do the same. The process will therefore create a positive impact in relation to the protected characteristic of Age.
<b>Disability (Physical, visual, hearing, learning disabilities, mental health)</b>	There is a reasonable proportion of grant funding awarded to projects relating to disability. In addition it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics. Therefore, creating further positive impacts for people with disabilities. It is anticipated that this scheme will do the same. The process will therefore create a positive impact overall in relation to the protected characteristic of Disability.
<b>Gender Reassignment (Transgender)</b>	Neutral Impact - No projects have been specifically funded to support the protected characteristic of Gender Reassignment to date. In addition it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics.
<b>Race</b>	There is a reasonable proportion of grant funding awarded to projects relating to Race. In addition it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics. It is anticipated that this scheme will do the same. The process will therefore create a positive impact overall in relation to the protected characteristic of Race.
<b>Religion or Belief (Includes no belief)</b>	Whilst Charnwood Grants do not specifically support religious groups / activities, it does provide funding to groups who are delivering activities for the wider community. The impact will therefore be neutral with regards to the protected characteristic of Religion or Belief with the acknowledgement that wider benefits are created for the wider community.
<b>Sex (Gender)</b>	There is some grant funding awarded to projects relating to Gender. In addition it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics. It is anticipated that this scheme will do the same. The process will therefore create a positive impact in relation to the protected characteristic of Gender.
<b>Sexual Orientation</b>	Neutral Impact - No projects have been specifically funded to

	support the protected characteristic of Sexual Orientation to date. In addition it is acknowledged that some of the projects funded are cross - cutting and support individuals with multiple characteristics.
<b>Other protected groups (Pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	There is some grant funding awarded to projects relating to Pregnancy & Maternity. In addition it is acknowledged that some of the projects funded are cross- cutting and support individuals with multiple characteristics. It is anticipated that this scheme will do the same. The process will therefore create a positive impact in relation to the protected characteristic of Pregnancy & Maternity.
<b>Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)</b>	The grants which focus on the wider community have a wide range of benefits, particularly for residents from priority neighbourhoods or areas of deprivation.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

No negative impacts or potential barriers have been identified. However it is acknowledged that specific marketing / promotion for the protected characteristics of Gender Reassignment and Sexual Orientation may be required.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

It is the opinion that the Member Grants Scheme complies with Charnwood Borough Council's equality and diversity responsibilities. It will further promote equal opportunities and achieve positive outcomes.

### **Step 6- Monitoring, evaluation and review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

Monitoring will continue on a quarterly and annual basis to assess the grant applications that are successful. Continuous monitoring and analysis will aim to identify gaps which may potentially highlight barriers or negative impacts towards specific community groups/ communities of interest.

Further equalities monitoring will be explored for those projects which have applied and are deemed unsuccessful, for the further identification of issues or potential barriers.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

Where barriers / negative impacts are identified, the mitigating action and progress against these will be included within the relevant service plan.

**Step 7- Action Plan**

**Please include any identified concerns/actions/issues in this action plan:**  
The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
001	Continue to monitor the Grants on a quarterly and annual basis to assess the grant applications that are both successful and unsuccessful.	J. Robinson	March 2019

**Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	This EIA will be published on the Council's website.
Service users	✓	
Partners and stakeholders	✓	
Others	✓	
To ensure ease of access, what other communication needs/concerns are there?	✓	

<b>Please delete as appropriate</b>
<b>I agree with this assessment / action plan</b>
<b>If disagree, state action/s required, reasons and details of who is to carry them out with timescales: N/A</b>
<b>Signed (Service Head): Julie Robinson</b>
<b>Date: 5.03.2018</b>

Please send completed & signed assessment to Suzanne Kinder for publishing.