

CABINET – Thursday 10th October 2024

Report of the Director of Housing and Wellbeing

Lead Member: Councillor Liz Blackshaw

Part A

CHARNWOOD GRANTS – ROUND TWO 2024/2025 CHARNWOOD COMMUNITY GRANT APPLICATIONS

Purpose of Report

To enable the Cabinet to consider applications received for funding in Round Two of the Community Grants programmes for 2024/25.

Recommendations

1. That the following Community Grants be awarded:
 - £4,000 to African Oasis towards the maintenance and enhancement of Shelthorpe Urban Farm Project including an Aquaponic system in the community allotment (Funded through the Loughborough Grant)
 - £4,000 to The Arc Community Hub towards their new part time caretaker role to meet the increasing demands of the centre previously managed by volunteers (Part funded from the Loughborough Grant)
 - £3,500 to Beacon Rotary for Home Starter Boxes for individuals and families being rehoused in Charnwood
 - £3,500 to Loughborough Wellbeing Centre towards the running costs for the new Sibley Wellbeing Hub delivering sessions promoting positive health/wellbeing
 - £3,300 to Peter Le Marchant Trust to subsidise canal trips for those in financial hardship, living with physical and /or mental health disabilities (Funded through the Loughborough Grant)
 - £3,000 to Modern Painters New Decorators towards the delivery of their Creative Project for disadvantaged young people
 - £3,000 to Voluntary Action South Leicestershire (VASL) toward running costs of a regular carers support group in Charnwood

- £3,000 to Glebe House towards updating the meeting space and furniture to meet the needs of their clients with learning disabilities and autism and their families/carers
 - £2,750 to Loughborough Sea Cadets for a Ship Simulator to provide young people an opportunity to access high quality nautical training and gain qualifications
 - £2,620 to Age Concern Syston to cover increased running costs for their services for the elderly residents of South Charnwood including support for cost of living concerns and loneliness
 - £2,500 to Love 4 Life towards core running costs of support services to vulnerable young girls, to inform their decisions in their health, education and relationships
 - £2,000 to ProActive Community Endeavours (PACE) for training for volunteers to deliver their wide range of community support projects
 - £1,500 to Fashion Art Design CIC toward the delivery of a creative project with Love 4 Life vulnerable young female clients encouraging and inspiring their aspirations
 - £1,000 to Birstall Theatre Company towards production costs for their community Pantomime
2. That the following application be declined as the panel felt it didn't provide enough evidence of need
- VegVan Community Farm: A community farm outreach project
3. That the Director of Housing and Wellbeing be given delegated authority to finalise the terms and conditions of the awarded Community Grants.

Reasons

1. To provide financial support to organisations which meet the criteria of the Community Grants programme.
2. To decline to provide financial support to an organisation which does not meet the criteria for the award of a grant under the Community Grants programme.
3. To enable the grants awarded to be finalised and appropriate information to be supplied to the Council about the outcomes of the project.

Policy Justification and Previous Decisions

The Council's Corporate Strategy 2024-2028 makes a commitment to deliver high quality living with a range of services to meet the needs of our diverse community. It commits to support the Voluntary and Community Sector and communities with the increased cost of living and through increased activities including (but not exclusively) delivery of the 2024/25 grants programme.

At its meeting 7th March 2024, Cabinet agreed

- That the budget for Community Grants scheme be increased by £75,000 to £138,000, for 2024/2025 grants year, to increase the grants available, with specific consideration for cost of living support and environmental and climate change projects.
- That the Member Grants scheme be closed, and that for 2024/2025 £13,000 revenue and £13,000 capital budget elements be added to the Community and Facilities Grants schemes respectively.
- That up to £30,000 be ringfenced from Community Grants in 2024/2025 for grants up to a maximum of £750

Implementation Timetable including Future Decisions and Scrutiny

The Community Grants considered in this report will be released, providing they are approved, once the applicants have met any required pre-payment grant conditions. Grant payment terms will be on a grant-by-grant basis, depending on the nature of the organisation / project and level of grant awarded. Payment may be made in stages, and copy invoices, or proof of project expenditure, requested.

Report Implications

The following implications have been identified for this report.

Financial Implications

Community Grant Funding

The 2024/2025 budget for Community Grants is £138,000 which includes £15,900 ringfenced for Loughborough focused projects and up to £30,000 ring fenced for Small Grants. £53,860 was awarded in Round One.

The opening balance for Round Two is £54,140. Fifteen applications were received for Round Two.

This report recommends that fourteen grants are awarded in this round at a total of up to £39,670 (including the full £8,400 from the ringfenced Loughborough allocation), leaving a balance of £14,470 for Round Three.

There are two expected pressures across the three rounds

1) over-subscription in that the total value of applications is far higher than the total value of funds available to allocate and the Grants Panel awarded amounts according to how they deliver against priorities

2) there will be increased applications to support new emerging needs including those affecting the more vulnerable members of the borough and those impacted by the cost-of-living crisis and climate change

Risk Management

The risks associated with the decision Cabinet is asked to make and proposed actions to mitigate those risks are set out in the table below.

Risk Identified	Likelihood	Impact	Overall Risk	Risk Management Actions Planned
Grants do not deliver the objectives of the Grants scheme	Remote (1)	Minor (1)	Very Low (1)	The grants have been assessed against the criteria and will be supported with appropriate monitoring information.

Equality and Diversity

There is a requirement in the grants criteria for each organisation that applies to either have their own Equal Opportunities Policy or provide a statement that the organisation will abide by the Council's Equal Opportunities Policy.

In addition, an Equality Impact Assessment has been completed and attached at Appendix 2.

Crime and Disorder

Many of the grants awarded support the provision of activities and programmes for children, young people and adults which contribute towards reducing the impact of crime and anti-social behaviour through the provision of diversionary activity and promotes stronger, cohesive and balanced communities.

Key Decision: Yes

Background Papers: None

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PART B

Charnwood Community Grants

1. Charnwood Grants are assessed by Grants Panel members, made up of officers from across the Council. The assessment process allows the panel to independently review and score each application. In addition, panel members can offer comments based on the knowledge they have of groups, emerging issues in the sector or localities as well as things they have picked out from the application which can be brought to the meeting for discussion.
2. The panel will consider the initial scores and comments during the grants panel meeting and agree and make recommendation for the final award to be considered by cabinet.

Charnwood Community Grants

3. Charnwood Community Grants fund organisations currently running or launching projects with community benefit in Charnwood, including organisational running costs (for up to one year), environmental projects and one-off contributions for equipment costs.
4. The grant applications should:
 - have well-prepared projects/schemes, with a realistic costing be projects that are well targeted, have good local support and have identified and demonstrated need
 - have input from volunteers
 - be projects that link well into the Council's Corporate Plan and can achieve wider community benefits
 - be inclusive and accessible
5. The financial criteria for Community Grants include the following:
 - maximum Community Grant award of £5000
 - demonstrate how any additional costs for the project will be funded

Community Grant Scheme Applications

6. Fifteen applications were received for funding in Round Two for 2024/25. All fifteen have therefore been assessed against the criteria. Fourteen applications have been recommended for approval, and one was unsuccessful as it didn't score high enough and is recommended for decline.

African Oasis: Urban Farm Project

7. African Oasis took on the community allotment in Shelthorpe and have started to build an aquaponic system integrated with smart farming. The aim

is to tackle food insecurity, provide fresh organic food to locals, support food banks, provide education and training in reclaiming land, composting, recycling local store waste materials for high-grade composting, creating workshops, and tackling global warming by designing a bioreactor system to purify air and capture excess CO2.

8. They secure and transform waste from local stores (cardboards, eggshells, coffee waste, organic waste) into high-grade compost for trade or use on their land.
9. They will be running workshops for knowledge transfer, recycle wooden pallets and PVC pipes to build aeroponics and greenhouses, teach locals sustainable gardening practices, harvest rainwater for water management, grow vegetables and microgreens, and build the first aquaponics system.
10. The application is for towards phase 1 of the aquaponics system and the ongoing project maintenance.
11. £4,998 was requested. The panel recommend the award of £4,000 from the Loughborough grant and thought this was a positive environmental project and acknowledged the progress being made and the inclusion of local community and volunteers.

The Arc Community Hub: Caretaker Role

12. The Arc Community Hub serves local residents living in the Shelthorpe and Woodthorpe Wards of Loughborough. Part of this community is in the top 30% of deprived areas in the country.
13. They work to meet the needs of many different groups, from the isolated elderly and young families to people facing poverty who need advice and support. They run events to bring the community together, with a particular focus on engaging people from the Shelthorpe estate where traditionally poor levels of health, achievement and employability have been prevalent.
14. The application is towards the part time caretaker role.
15. £4,992 was requested. The panel recommend the award of £4,000 of which £1,100 is funded through the Loughborough Grant. They recognise that a part time Caretaker role is now essential to meet the needs of the centre, its users and take some of the pressure of the volunteers who currently cover many of these tasks. It will also help to increase income from room hire.

Beacon Rotary: Home Starter Boxes

16. There are two Rotary clubs plus an Inner Wheel club in Loughborough. They undertake a wide range of projects locally, nationally and internationally. All

are done by volunteers and there are no overheads. The Home Starter Box is one of these projects and its sole aim is to provide boxes of new essential household items to people being rehoused in Loughborough.

17. The Home Starter Box (HSB) project began six years ago and is run by a volunteer team from the Rotary clubs of Loughborough, Loughborough Beacon and Loughborough Inner Wheel. The project donates boxes of brand-new essential household items to people, individuals or families, being rehoused in Charnwood.
18. Recipients are identified by partner agencies including Charnwood BC, Falcon Support Services, Women's Aid, Exaireo Trust, The Bridge, LCC Families Wellbeing and others. Clients do not self-refer. The project meets an unmet need not satisfied by others.
19. Since 2018 they have supplied almost 500 boxes, with Council tenants being the single biggest 'customer'. Brand new contents ensure consistency and quality between boxes and help boost self-esteem of recipients.
20. The application is for making up boxes to meet the increased demand.
21. £5,000 was requested. The panel recommend the award of £3,500 for 35 boxes to be created and supplied across the borough, providing much needed items for those most vulnerable.

Loughborough Wellbeing Centre: Sileby Wellbeing Hub

22. The charity provides a safe and welcoming meeting place for people who are experiencing or recovering from mental health difficulties. They provide support to young people, families and adults who are living with or experiencing mental health problems in the Charnwood area.
23. The proposal is a 12 month project delivering a health and wellbeing programme for adults experiencing difficulties with their mental health in Sileby. Sessions will be held on Thursday afternoons as part of the Sileby Wellbeing Hub offer delivered from Sileby Methodist Church.
24. Working in partnership with a range of voluntary, community, social enterprise and statutory groups, the focus of sessions will be promoting positive health/wellbeing and providing individuals with the tools and skills to prevent their mental health from deteriorating, reducing occurrence of individuals reaching crisis point and building individuals resilience.
25. The application is toward 12 month running costs for the Sileby Mental Health Hub's weekly sessions,

26. £4,765 was requested. The panel recommend the award of £3,500 towards the weekly sessions, acknowledging the increasing need for this support in the area and the additional funding secured from the Leicestershire Partnership NHS Trust Mental Health Team.

Peter Le Marchant Trust: Subsidised Canal Trips

27. Their principal aim is to provide days of brightness on our regional waterways for people of all ages living with physical and mental disability. The charity runs two wide beam disabled friendly canal boats and one narrow beam disabled friendly self-hire canal boat from their accessible base in Loughborough.

28. In a typical year they will run over 330 canal boat trips providing day trips, holidays, and services to:

- People living with mental and physical disabilities.
- Children and young people, particularly those living in hardship.
- People living in relative poverty

29. The application is to help subsidise trips for those referred by partners who are most challenged by the impact of the cost of living crisis, providing a positive experience and have a tranquil and peaceful day.

30. £5,000 was requested. The panel recommend the award of £3,300 to cover the costs of 10 subsidised trips, funded through the Loughborough Grants. They acknowledged the opportunity for people to access the trips by removing financial barriers.

Modern Painters, New Decorators: Creative Project for Disadvantage Young People

31. Modern Painters, New Decorators is a not-for-profit artist-led organisation running a gallery, shop and studios. They believe that artists can positively impact the places where people live and why they live there. Since 2017, they have delivered a programme of creative workshops for vulnerable adults, asylum-seekers, young people and children, focused on Loughborough East.

32. This project is focused on learning activities with children and young people, connecting new audiences and expanding local access to high-quality creative activities. They will deliver Art Club sessions for young people (aged 11-16) from disadvantaged backgrounds, referred by partners.

33. The application is to help fund the sessions over a 10 week period with a maximum of 15 young people per session

34. £3,000 was requested. The panel recommend the full award of £3,000 acknowledging the subsidised sessions provide access by removing financial barriers.

Voluntary Action South Leicestershire (VASL): Support for Carers Charnwood

35. The Support for Carers service helps people that care for adults (over age 18) across Leicestershire. The service includes a support line to a team of experienced professionals assistance in completing the carer's assessment and information on carers' support groups.

36. The monthly Time Out for Carers group is well attended with 50 plus members and meets in Loughborough. It offers a friendly, supportive group with guest speakers, peer support and other events.

37. The application is towards running costs for the sessions and an opportunity to extend to a 3 hour meeting per month to give carers time for one to one chats and get advice and emotional support.

38. £3,835 was requested. The panel recommend the amount of £3,000 towards the running costs recognising the value that peer support and a safe space for carers to talk is invaluable.

Glebe House: Refurbishment

39. Glebe House provides comprehensive support to people of all ages with learning disabilities and autism and their families. Their aims are to improve independence, health, well-being, resilience, develop skills and support aspirations; while providing a high quality of care, they enable clients to be included and contributing to society

40. The centre needs refreshing to improve the space and the way it functions, with furniture that supports client's needs (ie some clients cannot sit for long & may need to recline some of the day) that is also light & easy to move to create flexible spaces; & welcoming being fresh, clean & well lit. The refurbishment will support the delivery of much needed 1-2-1 intensive, holistic support to some of our most vulnerable people in Charnwood and their families.

41. The application is towards purchasing new furniture and improving the family and carer space.

42. £5,000 was requested. The panel recommend the award of £3,000 toward the refurbishment costs.

Loughborough Sea Cadets: Ship Simulator

43. Sea Cadets aim to give young people an experience that will help them grow into the person they want to be in a safe and friendly environment. Through various activities and adventures, they learn teamwork, respect, loyalty, self-confidence, commitment, self-discipline, honesty and how to be the better version of ourselves. They offer a range of different activities from sailing, windsurfing and powerboating - to rock climbing, camping, alongside the opportunity to gain different qualifications.
44. The application is to purchase an all-year-round boat simulator. Which will enable them to provide high quality nautical training to cadets all year round, and in locations not otherwise possible. Training can include boat handling, safety, navigation and much more.
45. £2,750 was requested. The panel recommend a full award of £2,750, acknowledging the alternative opportunities that Sea Cadets give to young people in Charnwood.

Age Concern Syston: Running Costs

46. The organisation is a small local charity set up over 40 years ago to support local elderly residents in Syston and surrounding villages to improve their quality of life. They provide a range of support including an information service, advice for someone newly diagnosed with dementia, or offer help not only to the individual but to the family also.
47. Most of their beneficiaries being elderly living on state pensions and so are adversely affected by the cost of living crisis. Opportunities to have a hot meal and socialise with friends is of enormous value and helps to reduce social isolation and mental ill-health.
48. The funding is to help meet the unexpected increase in rental costs for their venue. The organisation was awarded a Charnwood grant to deliver this service in 2023/24 and the panel recognises the importance of this service continuing in the south of the borough.
49. £2620 was requested. The panel recommend a full award of £2620 to cover the increase in rental costs.

Love 4 Life: Core Running Costs

50. Love 4 Life provide support for vulnerable girls, 11-18, who face barriers to achievement such as deprivation, bullying, low self-esteem and unhealthy relationships. The support addresses the detriment to young people's mental health due to such challenges, with the goal of empowering them to know their worth and make informed decisions in their health, education and

relationships.

51. They are requesting a contribution to our core costs. This funding would be strictly restricted for use in Charnwood only and would include core staff, office and legal costs. These costs are vital to ensure they can meet increased demand and continue to deliver the much-needed support services to vulnerable young people in Charnwood.
52. In the 2024/25 academic year they will support approximately 150 Charnwood young people through weekly groups and 1-2-1 sessions. They use art, crafts, games and discussion to deliver emotional and support on a range of critical topics including body image, healthy relationships and online safety and a safe space. Each young person gets 12, one to one, hour long sessions and access to group support.
53. The application is for core running costs to ensure the continuation of these important services for young girls. The panel acknowledge the funding challenges but felt there were some costs that could be funded from other sources.
54. £4,600 was requested. The panel recommend the amount of £2,500 toward the running costs.

PACE: Funding toward managing and training Volunteers

55. ProActive Community Endeavours (PACE) supports around 350 beneficiaries per week through its various projects. Their weekly projects include a baby and toddler group, community store, older people's friendship group, Blaze City Project youth project and children's groups. The aim of all their projects is to support people within the local community, reduce isolation, build community connections, provide ongoing support and befriending, support people in improving their well-being. A specific aim of the Community Store is to offer support those who are impacted by the cost of living crisis and finding it difficult to make ends meet.
56. This application is towards training for approximately 50 volunteers, to purchase 1 more laptop to help facilitate the growth of the charity and to support costs with volunteer recruitment including DBS checks. The increase in volunteers will enable up to 500 people per week to benefit from the projects.
57. £5,000 was requested. The panel recommend the award of £2,000 towards the project, recognising the importance of training volunteers and the increase in capacity they bring. Certain costs in this application did not meet the criteria.

Fashion Art Design Studio CIC: Love 4 Life – Create Your Own T-shirt Project

58. Fashion Art Design Studio CIC is a transformative community project aiming to empower communities by providing free and low cost comprehensive support in fashion, art and design, with a focus on using Leicester's clothing manufacturing expertise.
59. Working with Love 4 Life the project supports those interested in fashion, and it gives them a platform to understand what happens and how to get involved. Many young people really struggle to see a future for themselves or understand what may be out there for them. Having the opportunity to experience and understand different job roles and processes, helps them to feel good about themselves and find roles that they may aspire to in the future.
60. The application is towards running and equipment costs for 3 sessions delivering a hands-on activity, that will explore the world of fashion design and branding, learning all the steps needed to bring their unique t-shirt ideas to life.
61. £4,617 was requested. The panel recommend the amount of £1500 toward one pilot project. The panel acknowledged that this was a new organisation and a different approach to engaging with vulnerable young people. The panel felt that there needed to be an opportunity to run the project with the support of Love 4 Life to see what results could be achieved and look at how costs could be reduced to make the project more viable going forward.

Birstall Theatre Company: Community Pantomime

62. The Birstall Theatre Company is in its 5th year, producing and promoting amateur theatrical pantomime productions, encouraging and providing opportunities for enjoyment of the dramatic arts for individuals over the age of 14 both as performers and/or as part of production crew.
63. The group is open to anyone, supporting good mental health and wellbeing, through singing, dancing and acting. *'Theatre provides a safe, supportive space for people of all ages and skill levels to explore their emotions and develop self-confidence. Taking social risks, expressing oneself freely, and connecting with others will build self-esteem'. - On The Stage.*
64. The application is towards an annual pantomime within Birstall at The Cedars Academy in February 2025. There are a total of 4 performances and this year they are performing Cinderella. The costs include production, venue, weekly rehearsal space at Wanlip Village Hall.

65. £1,000 was requested. The panel felt this was a positive inclusive community project and acknowledged that they were contributing to the costs through previous years ticket money.

Veg Van Community Farm: Outreach Project

66. Veg Van Community Farm empowers individuals, especially those facing health challenges, through permaculture education and sustainable farming. It aims to address food insecurity, promote well-being, and enhance environmental stewardship. By collaborating with local partners, it creates programs that nurture resilience and self-sufficiency, guided by the principles of earth care, people care, and fair shares to build a thriving community.

67. The project aims to expand the therapeutic farming program by doing outreach work and running events in Charnwood.

68. The panel recommended that the application be declined because it didn't provide enough evidence of need and evidence of local community contacts and referral pathways.

Appendices

Appendix 1 Community Grants Summaries

Appendix 2 Equality Impact Assessment

APPENDIX 1

Opening Budget 2024/25 - £54,140

Round 2 2024/25 - Community Grants Summary

Approval up to £39,670

Balance remaining after Round 2: £14,470

Applicant	Project description	Amount applied for (£)	Total project cost (£)	Recommendation
African Oasis	Shelthorpe Urban Farm Project	£4,998	£4998	Approval up to £4,000 Funded from Loughborough Grant
The Arc	Part time Caretaker Role	£4,992	£4992	Approval up to £4,000 Of which £1100 funded from Loughborough Grant
Home Starter Boxes (Beacon Rotary)	50 home starter boxes	£5,000	£5,000	Approval up to £3,500
Lough Wellbeing Centre	Sileby Mental Health Group	£4,765	£9,430	Approval up to £3,500
Peter Le Marchant Trust	Community Canal Boat Project	£5,000	£5,000	Approval up to £3,300 Funded from Loughborough Grant
Modern Painters New Decorators	Creative Project for Disadvantaged Young People	£3,000	£18,534	Approval up to £3,000
Voluntary Action South Leicestershire	Support for Carers	£3,835	£3,835	Approval up to £3,000
Glebe House	Refurbishment project	£5,000	£5,750	Approval up to £3,000

Loughborough Sea Cadets	Simulator for year round activities	£2,750	£2,750	Approval up to £2,750
Age Concern Syston	Increased rent costs	£2620	£2620	Approval up to £2,620
Love 4 Life	Core Running costs for young people support services	£4,600	£5,000	Approval up to £2,500
PACE	Volunteer Development & Training	£5,000	£5,000	Approval up to £2,000
FADS	T-shirt design pilot project with L4L	£4,617	£4,617	Approval up to £1,500
Birstall Theatre Co	Annual Community Pantomime	£1,000	£3,011	Approval up to £1,000
VegVan	Community Farm Outreach project	£5,000	£5,000	Declined

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	Community Grant and Community Facilities Grant.
Name of lead officer and others undertaking this assessment	Peter Oliver and Verity Graham
Date EIA started	June 2024
Date EIA completed	June 2024

■ **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 these organisations, groups and individuals access the funding support they need.</p> <p>Cabinet considers applications for funding for the Community Facilities Capital Grants twice a year and the Charnwood Community grants scheme three times a year.</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 grants are 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 applications to analyse whether there 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</p>

community groups/ communities of interest from successfully applying or even applying at all to Charnwood Grants. The VCS Development officers also undertake consultation with a range of VCS organisations.

■ **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 previous Community Development & Engagement Grants, Loughborough Grants, Member Grants, VCS Covid-19 Recovery grants and Community Facilities Grants over the past few years

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 analysis of grants data shows that a wide range of groups access the available funding and have supported a diverse range and have covered the protected characteristics of age, disability, Race, sex/gender, and sexual orientation.

The data in the main shows that the groups / organisations supported have no specific protected characteristic identified and are available for the wider community to access.

It is acknowledged that some of the approved grants are towards projects which support individuals with multiple characteristics and those projects supporting the wider community have a wide range of beneficiaries.

■ **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.

Further equalities monitoring may be required for those projects which have applied and are deemed unsuccessful in order to identify any further issues or potential barriers.

However, at this stage of analysis it is felt the information currently held 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
Age	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. The process has therefore created a positive impact in relation to the protected characteristic of Age.
Disability (Physical, visual, hearing, learning disabilities, mental health)	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. The process has therefore created a positive impact overall in relation to the protected characteristic of Disability.
Gender Reassignment (Transgender)	No projects have been specifically funded to support the protected characteristic of Gender Reassignment. The impact of this is neutral as there have been no applications to date. However, it is acknowledged that specific marketing / promotion of Charnwood Grants could take place where specific support groups etc. meet for further awareness raising.
Race	There is some grant funding awarded to projects relating to Race. In additional it is acknowledged that some of the projects funded are cross- cutting and support individuals with multiple characteristics.
Religion or Belief (Includes no belief)	Whilst Charnwood Grants do not specifically support religious groups / activities, it does provide funding to

	<p>these groups who are delivering activities for the wider community.</p> <p>The impact is therefore neutral with regards to the protected characteristic of religion or belief with the acknowledged that wider benefits are created for the wider community.</p>
Sex (Gender)	<p>There is no specific grant funding awarded to projects relating to Gender. In addition, however, it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics. The process has therefore created a positive impact in relation to the protected characteristic of Gender.</p>
Sexual Orientation	<p>No projects have been specifically funded to support the protected characteristic of Sexual Orientation. The impact of this is neutral as there have been no applications to date. However, it is acknowledged that specific marketing / promotion of Charnwood Grants could take place where specific support groups etc. meet for further awareness raising.</p>
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	<p>There has been some grant funding awarded to projects relating to these other protected groups, therefore the impact is positive. In addition, it is acknowledged that some of the projects funded are cross-cutting and support individuals with multiple characteristics. Additional targeted promotional work will be undertaken.</p>
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	<p>The grants which focus on the wider community have a wide range of benefits, particularly for residents from priority neighbourhoods or areas of deprivation and hard to reach sectors of the community.</p>

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 of Charnwood Grants could take place for the protected characteristics of Gender Reassignment, Pregnancy and Maternity and Sexual Orientation.

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 Charnwood Community grants scheme and the Community Facilities Grant scheme comply 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 this 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
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001	Continue to monitor the Grants on a quarterly and annual basis to assess the grant applications that are both successful and unsuccessful.	Verity Graham	March 2025
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■ **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?	✓	

Please delete as appropriate
I agree with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales: N/A
Signed (Service Head): Peter Oliver
Date: 10/10/2024

[Please send completed & signed assessment to Vicky Brackenbury for publishing.](#)