Nottingham City Council

Equality Impact Assessment Form

screentip-sectionA

1. Document Control

1. Control Details

Title:	Reduce Voluntary & Community Group support/ Grants by 10% Reduce Area Based Grants by 10% — Current contracts finish March 2022. Recommission service with a 10% funding cut from 2022 as part of tender process Reduce Communities of Identify Grants by 10% — Current contracts finish March 2022. Recommission service with a 10% funding cut from 2022 as part of tender process
Author	Mary Lester
Director:	Andrew Errington
Department:	Community Protection
Service Area:	Community Partnerships
Contact details:	Mary.Lester@nottinghamcity.gov.uk
Strategic Budget EIA: Y/N	Yes
Exempt from publication Y/N	N

2. Document Amendment Record

Version	Author	Date	Approved
1	Amy Goulden / Louise Graham EIA based on officer knowledge. Detailed Consultation and EIA to be provided as part of new grants model proposal – to be agreed at Commissioning and Procurement Sub Committee as part of the 3 year grant cycle.	31.12.2020	

3. Contributors/Reviewers

Name	Position	Date
Mary Lester	Head of Service Community Partnerships	01.01. 2020
Nasreen Miah	Equality & Employability Consultant	07.01.2020

4.

5. Glossary of Terms

Term	Description
VCS	Voluntary and Community Sector
COI	Communities of Identity (Grants)
ABG	Area Based Grants
NCC	Nottingham City Council
LGBT+	Lesbian, Gay, Bisexual, Trans + (and other sexual and gender diversity)
FGM	Female Genital Mutilation
DSVA	Domestic Sexual Violence and Abuse
ESOL	English for Speakers of Other Languages

screentip-sectionB

2. Assessment

1. Brief description of proposal / policy / service being assessed

Reduce Area Based Grants by 10%	Current contracts finish March 2022. Recommission service with a 10% funding cut from 2022 as part of tender process
Reduce Communities of Identify Grants by 10%	Current contracts finish March 2022. Recommission service with a 10% funding cut from 2022 as part of tender process

screentip-sectionC

2. Information used to analyse the effects on equality:

Grants monitoring and performance data, staff and citizens data, officer knowledge in the area. This is a pre-decision EIA with the detailed consultation on options and proposals due to commence after the agreement on the amount available for future grant schemes. Consultation will include events, and written consultation working with the groups and lead organisations listed below to design a new offer in grant aid.

3. Impacts and Actions:

screentip-sectionD	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	☒	☒
Men	☒	☒
Women	☒	☒
Trans	☒	☒
Disabled people or carers.	☒	☒
Pregnancy/ Maternity	☒	☒
People of different faiths/ beliefs and those with none.	☒	☒
Lesbian, gay or bisexual people.	☒	☒
Older	☒	☒
Younger	☒	☒
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults). ***Please underline the group(s) /issue more adversely affected or which benefits.***	☒	☒

screentip-sectionE **How different groups could be affected** (Summary of impacts)	screentip-sectionF **Details of actions to reduce negative or increase positive impact** (or why action isn't possible)
Area Based Grants - £1,180,827 The funding is currently allocated on the basis of need as set out in the Indices of Multiple Deprivation (IMD) combined with population numbers to ensure the areas most in need get the most funding. This funding provides the core grant aid for many of the smaller organisations and community groups listed below, and as it is 'clean grant aid' without any additional calls upon it, enables them to 'match' fund or use it to lever in additional grant aid and contract work to support their local citizens. **Partnership Leads:** **5 Leads delivering in seven areas across the City** The Bestwood Partnership Castle Cavendish Foundations Groundwork The Renewal Trust Bridges Community Trust **Partner VCS organisations funded through ABG:** **54 main partners ranging from established VCS organisations to small key community groups (not including holiday provision for children and young people)** -The Toy Library -Crabtree Community Association -Inspire Urself -The Pythian Club -Helping Kids Achieve -Bulwell Community Garden -Empleo Nottingham -Nottingham College -Bestwood Advice Centre	This is a proposal to alter funding arrangements after the existing service level agreements are complete. This is a three year cycle and the stakeholders are aware that there will be changes. The detailed consultation will commence once the decision is agreed on the total amount of funding available to cover the two previous grant allocation processes of Area Based Grant and Communities of Identity Grant. New processes and proposals will be built in line with national best practice and the feedback of groups involved. Consultation with all affected stakeholders will be take place between April and September to enable a sensitive re-design of the funding that mitigates the impact of these cuts as much as possible on groups with protected charactersistics. Actions to mitigate the impact of these cuts include efforts to secure alternative national grant funding and working with the Integrated Care Partnership and Employment and Skills teams to leverage relevant resources, which will reduce inequalities in both communities of geography and identity. The Community Partnerships service and Grants lead officer will work with affected organisations to implement the changes and to assess local need and other support options with Neighbourhood Development Officers and Area Partnerships. In 2019/20 the Cohesion Officers (4) brought £1million into local VCS groups around key targets such as ending youth violence,

-Nottingham Community and Voluntary Service -Bestwood Park Church Community Projects -Life -NG7 TEA -Double T -Hyson Green Youth Club -Nottingham Health & Education Support (NHES) -A Place 2 Be Me -Switch Up -Aspley Partnership -Evolve -Strelley Community Club -Empleo -Bilborough Over 55s Tai Chi -Beechdale Community Association -Nottingham Focus on Wellbeing -And Sew It Begins -Support Net -Strelley Community Club -Signpost to Polish Success -Belong -Bikeworks -East African Education Centre -Take 1 Studios (inc. Zero Tolerance Project) -Breaking Barriers Building Bridges -Think Children -Notts County FITC -Bridges Community Trust -The Lenton Centre -AJ Sports -Stonebridge City Farm -Metropolitan Housing Association -St Anns Advice Centre	women's services support and refugee welcome and the remaining officers would seek to support these organsiations as well as delivering statutory duties. These officers will continue to support groups affected by the COI grant reduction in accessing other grants. These impacts will need to be considered alongside impacts of staffing changes in Community Partnerships and the proposals brought forward to look at removing some of NCC's provision of community centres. These changes may compound the impact rather than mitigate it.

-Community Recording Studios -SEND -KK Sports -Metropolitan Hillview Youth Club -Russell Youth Club -Epic Partners -Greenway Community Centre -Clifton Amateur Boxing Club -Hope Centre -Enthusiasm Trust -Summerwood Community Gardens -CBF Gymnasiums **Outcomes delivered by this funding include:** **Employment and skills** activity that reduces unemployment, or improves employment opportunities (connecting City residents to employment and training opportunities). Programmes delivered include evidenced need for each area of the city and consider a variety of support opportunities for individual citizens. Examples of activity include services such as jobs clubs, job search and CV support, training opportunities and other provision that reduces unemployment. ABG is also used as match funding for an European Social funded programme delivering employment support for young people across Nottingham. The removal of this funding would have specific impacts on youth employment across the city and on NCC and its obligations to ESF and this will be considered in the re-design. The **specific impact on citizens** of the reduction of this support and training could result in an increase in unemployment figures across the city, compounding the effects already being felt as a result of the impact of Covid-19 on citizens. The redesign will work with employment and skills to ensure support for citizens is maintained through new delivery models including the Area Partnerships and Hubs, which are monitored via Area Committees. The **specific impact on citizens Play and Youth** activity funded by the ABG is currently a universal offer to balance the open targeted provision delivered and supported by the Play and Youth Teams within Nottingham City Council. This funding delivers an Area Based offer of universal support that provides a service all year round to children and young people that also crucially includes the main provision across the city of play and youth activity during school holidays. This activity will reduce, but the review will aim to reduce the impact for the most disadvantaged young people by allocating resources on need.	

Further loss of the cities play and youth offer could lead to loss of opportunities for positive engagement for young people and an increase in negative impacts associated with this including anti-social behaviour, lower levels of fitness leading to increased childhood obesity, increased numbers of teenage pregnancies, lower educational attainment, increased safeguarding concerns and increased levels of youth violence. These issues will be monitored by the city in partnerships such as the Integrated Care Partnership and Crime and Drugs Partnership, however isolating this funding from other issues and funding losses in society will be difficult. **Community Development and Engagement** activity offering advice and support to smaller local VCS organisations and groups, enabling them to maintain a robust organisation and offer a good quality service and / or activities to citizens. This includes small group support with issues such as management, policies, funding bids, or supporting the development of organisations enabling them to grow and thrive. This sits alongside the already much reduced offer from Nottingham City Council currently based within Community Partnerships and replaces the initial contract with infrastructure bodies within the city to deliver this service. This will be reviewed as part of the redesign process to see what the optimal delivery mechanism is given the reduced budget. **Communities of Identity Grants - £499,000** These grants are designed to support three specific community groups across the city who have additional and specific needs from experiencing disadvantage particular to them that cannot be met using the geographical approach utilised in the ABG contract. **Partnership Leads:** **3 organisations recognised as key leaders and experts in their area of delivery** Nottingham Women's Centre Nottingham and Notts Refugee Forum Nottingham Equal **Partner VCS organisations funded through COI:** **33 main partners ranging from established VCS organisations to small key community groups (not including recipients of Partnerships small grant schemes)** -An Nisa -Breaking Barriers Building Bridges -Base 51 -Kairos -Muslim Women's Organisation -NCVS	

-Notts LBGT+ Network -Nottingham Muslim Women's network -Nyasa Daughters of Nottingham -POW -Trans4Me -African Institute for Social Development -Begin -Belong -East African Education Centre -Emmanuel House -Forest Fields Advice Centre -Gambian Community Organisation -Hungarian EM -Ideea Rom -International Development Foundation -NG7 TEA -Nottingham Mongolian Community Association -Project Azadi -Romanian Society East Midlands -Trans Space Notts -Cameroon Support Group -Emmanuel House -Host Nottingham -Mojatu -Nottingham Arimathea Trust -Rainbow Project -Senior Support Group **Outcomes delivered by this funding include:** **Gender and Sexual Orientation** activity provides support for women's groups, LGBT+ support groups and is also the main funding supporting the Women's Centre to be a one stop shop front door for DSVA and job support services for women in Nottingham since the 1980s. Service provided by partners include the provision of safe space, support for isolated individuals, giving these communities the ability to have a voice in mainstream services, to challenge specific issues such as FGM, DSVA and to promote healthy relationships. In supporting gender support groups,	

the funding provides services for incredibly vulnerable citizens such as young trans people, LGBT support to all ages etc. *The **specific impact on citizens** of a reduction in this support* includes: - Potential loss of funding to LGBT Switchboard service which provides support for LGBT victims of hate, and emotional and practical support for these communities across all age groups. Potential loss of support to the Women's Centre and services supported by it. The review will seek to mitigate the impact on *Women and LGBT+ communities in Nottingham through the process of consultation.* **Refugee and asylum seeker** activity provides funding for numerous services supporting some the most vulnerable citizens in the city. Services include Information advice and guidance given by a number of specialist groups and organisations, building skills and confidence amongst these communities to enable them to access mainstream support, the provision of a large proportion of the city's community led ESOL and conversational English provision, support for people fleeing traumatic backgrounds such as war or religious persecution, and particular support for young people arriving into the UK with no family network to help them. *The **specific impact on citizens** of the removal of this support* includes: - Potential reduction in the services described above unless mitigations are found to support for Asylum Seekers and Refugees - Loss of signposting and support for newly recognised refugees – increase in homelessness and housing aid applications - Potential loss of community project and funding support to - African diaspora support groups – loss of small operating grants would mean loss of community projects from food to Saturday schools unless other funding is found or these are included in a replacement scheme of grants. These could amount to an impact on BAMER communities in Nottingham and significantly the city's ability to be a place of welcome to those seeking refuge (Council Plan 2019) **New and Emerging Communities** activity provides support for mainly eastern European and African communities who have recently increased in numbers across the city but have not traditionally received funding support. Services provided include the building of skills and confidence to enable these communities to become engaged within their local communities and feel part of the city, contributing to it. To support financial and welfare advice support, enabling people to move out of difficult situations in their lives, ESOL and conversational English that it tailored to these communities to ensure successful delivery, support for young people and parenting to develop stronger understanding of effective parenting to support the individual from child to adult. The funding also contains an element of support for vulnerable, at risk communists	

such as Roma to enable a pathway into these communities and to support them in their lives in the city. *The **specific impact on citizens** of the reduction of this support* includes: • Potential loss of volunteer and small group support at the local level including for events, clean ups and community garden type projects, bringing communities together and building cohesion. • Potential damage to NCC's relationship with VCS groups – reduced ability to work together to respond to issues such as Covid or youth violence due to loss of trust and capacity – unable to meet NCC commitment to engage the voluntary sector. Significant work will be undertaken in the review to limit the impact on socio economically disadvantaged groups who are more likely to look to local services for support, and are often financially and / or digitally excluded from NCC mainstream services.	

4. Outcome(s) of equality impact assessment:

☒	No major change needed	☐	Adjust the policy/proposal
	Adverse impact but continue	☐	Stop and remove the policy/proposal

5. Arrangements for future monitoring of equality impact of this proposal / policy / service:

A review of the impact of the proposal is scheduled for September 2021

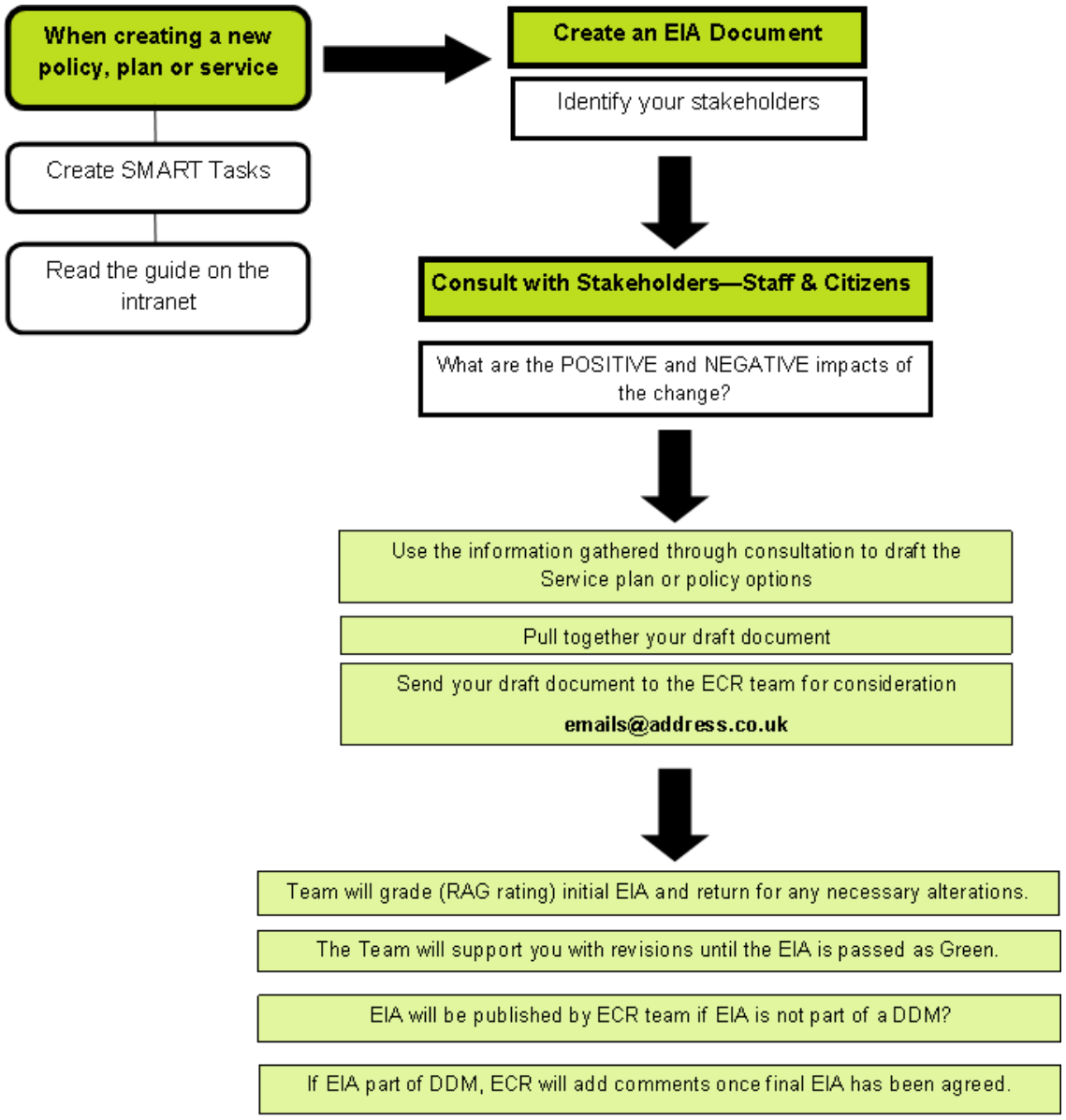
Detailed Consultation and EIA to be provided as part of new grants model proposal – to be agreed at Commissioning and Procurement Sub Committee in September as part of the 3 year grant cycle.

6. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: Amy Goulden The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals. Amy.goulden@nottinghamcity.gov.uk 07818458778	**Date sent for scrutiny:04.01.2021** Send document or Link to: equalityanddiversityteam@nottinghamcity.gov.uk
SRO Approval:08.01.2021	**Date of final approval:15.01.2021**

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
   http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.



KEY

EIA— Equality Impact Assessment

ECR— Equality & Community Relations Team

DDM—Delegated Decision Making