Equality Analysis (EA)

Mainstream Grant 2015-18 – *Third Sector Organisational Development*

Section 1 – General Information (Aims and Objectives)

The overall objective of the theme is to provide organisational development support to the front-line voluntary and community organisations in Tower Hamlets. The theme will provide funding to projects that support the front-line voluntary and community sector to better enable them to meet the existing and emerging needs of borough residents.

The theme is split into 3 priority areas:

Priority 1 – to provide support to council funded organisations
- This priority is designed to ensure that projects in receipt of funding from the council are supported to manage and deliver their activities efficiently and effectively and ensuring accurate monitoring and reporting of outputs and outcomes.

Priority 2 – to provide support generally to organisations based in the borough
- This priority is designed to provide organisational development support to the wider spectrum of local voluntary and community sector organisations in the borough but focusing on the small-to-medium sized organisations. The focus is on making these organisations more sustainable.

Priority 3 – strategic partner project
- This priority seeks a formal 'partner' to work in cooperation and coordination with the Council to support the delivery of key LBTH Third Sector policies, strategies and action plans including supporting with sector consultation with regard to the introduction of new approaches to funding etc.

A number of key outcomes are sought through the above priorities:
- Increased number of local VCS organisations with Quality Assurance Accreditations
- Increased levels of external grant funding secured by local VCS organisations
- Increased number of VCS organisations with key governance policies, strategies, processes, procedures and action plans in place.
- Increase in the number of organisations able to effectively manage grant funded activities and better demonstrate the impact of their work.

Funding
The annual budget for this theme is £260,000.

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Priority 1 – indicative grant available for this project is in the region of £60,000. The funding is envisaged as supporting s a small consortium.

Priority 2 – indicative grant available for this project is in the region of £90,000. The funding is envisaged as supporting s a small consortium.

Priority 3 – the indicative grant available for this project is £100,000 per year.

Conclusion - To be completed at the end of the Equality Analysis process

No adverse impact has been identified. Projects recommended for funding will provide organisational development support services to a broad range of service provider organisations. These projects/organisations, in turn, will then provide services direct to individual beneficiaries/residents who meet the characteristics.

Name:
(signed off by)

Date signed off:
(approved)

Service area:
Third Sector Programmes

Theme Lead:
Everett Haughton

Name and role of the officer completing the EA:
Stephanie Ford, Programme Manager, D&R

Section 2 – Evidence (Consideration of Data and Information)

Identified Need

The theme has been developed to support the Voluntary and Community Sector (VCS) Strategy aim of *'supporting the sector's role in achieving One Tower Hamlets and providing excellent services which will improve the quality of life of local people'.* The specification notes the important role of VCS organisations in the provision of extremely important areas of service delivery to residents, and the role of MSG in supporting front line delivery and capacity building.

Basis for need has been identified within the existing Voluntary and Community Sector Strategy 2012 (due to updated shortly), and other data as stated. The Tower Hamlets Council database held by the Third Sector Team has more than 1000 individual organisations (charities, voluntary groups and social enterprises) recorded on its database. These tend to be 'professional' VCS organisations, with paid staff. For its 2010 survey, IpsosMORI identified 1,084 charities, voluntary groups and social enterprises within the borough. The Charity Commission currently has 733 registered charities listed within the borough. Less visible tend to be community groups, micro VCS organisations, unincorporated voluntary organisations. There is also a degree of churn as new organisations are set up and others move or close. The total for Tower Hamlets may therefore be in the region of 2000-plus organisations.

The VCS in Tower Hamlets undertake a diverse range of activities and approaches to delivery. However it is important to note the different types of organisations within the VCS and that the VCS is not homogenous.

The Voluntary and Community sector in Tower Hamlets can reasonably assessed as 'thriving'. The strategy recognises the contribution the sector makes to the life of the borough and its people, which includes engaging and empowering local people, providing services to those in need, offering a voice for particular groups and campaigning on their behalf; and strengthening the social fabric of the borough. Indeed, the broad range of outcomes and activities requested in the theme specifications for the 2012/15 highlights the confidence in the breadth and range of the VCS organisations within the borough.

It is also recognised that the VCS can deliver added value in delivering MSG related activities & services. It is clear that VCS can engage and enable citizens in different ways to the public sector: these front-line delivery organisations are 'rooted in the community' they serve; they work directly with and support residents facing eviction from their homes, those living in poverty and the unemployed.

Central to the value of the locally strong voluntary and community sector is its ability to understand need, engage local people offer them a voice and campaign on their behalf.

The VCS strategy provides an analysis of the challenges and changes the sector has faced and is facing. These include the reduction of large grants from the public sector and trust. This

includes infrastructure funding cuts by government and the Big Lottery. Some of the key challenges are outlined below:

- **Growing income:** raising funds and increasing income is one of the biggest challenges for the sector as a whole. There is hardly an organisation which does not want to grow its income; which could not do more if it had more money
- **Keeping up:** keeping up both in terms of hitting fundraising targets as keeping up with the changing needs and aspirations of services users and funders
- **Demonstrating impact:** whilst many organisations are doing a good job and some doing a great job; however, very few of these organisations have the specific facts, figures and other required information which enables them to demonstrate this.
- **Increasing awareness:** the public at large know very little about the work of local VCS organisations; increasing awareness is essential to maximise service take-up and therefore potential impact.

The three priorities under this theme are designed to help increase the capacity of the VCS within the borough, to support their fundraising efforts, ensure that can deliver to the highest possible standard and thereby maximise the impact of their work.

Section 3 – Assessing the Impacts of the proposed Programme on the 9 Groups

Target Groups	Impact – Positive or Adverse What impact will the proposal have on specific groups of service users or staff?	Reason(s) • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making Please also how the proposal with promote the three One Tower Hamlets objectives? - Reducing inequalities - Ensuring strong community cohesion - Strengthening community leadership
Race	Positive	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic. - There is no disproportional negative impact on this group - Somali and Bangladeshi residents are key target groups due to the high levels of unemployment amongst these communities in Tower Hamlets as identified in the Employment Strategy - With social welfare advice services Chinese, Somali new migrants have been identified for specific targeting

		- It is expected that there will be a high number of organisations that will focus on supporting these residents
Disability	Positive	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic. There is no disproportional negative impact on this group. People with a disability are key target groups for the targeting of services provided by grant funded projects
Gender	Positive	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic.
Gender Reassignment	Not Known	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic. There is insufficient monitoring data available relating to this target group to draw any conclusion at this stage
Sexual Orientation	Not Known	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic. There is insufficient monitoring data available relating to this target group to draw any conclusion at this stage
Religion or Belief	Positive	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic.
Age	Positive	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic.
Marriage and Civil Partnerships.	Not Known	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to

		support a range of individual beneficiaries which meet this particular characteristic. There is insufficient monitoring data available relating to this target group to draw any conclusion at this stage
Pregnancy and Maternity	Not Known	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic. There is insufficient monitoring data available relating to this target group to draw any conclusion at this stage
Other Socio-economic	Not Known	All projects/organisations that are provided with organisational development support by projects funded through this theme will be required or expected to support a range of individual beneficiaries which meet this particular characteristic. There is insufficient monitoring data available relating to this target group to draw any conclusion at this stage

Section 4 – Impact Summary

Outcomes

Whilst the overall aims and objectives have not changed significantly from the 2013 programme, the approach has. The specification for the previous programme was much more specific in terms of what 'activities' were to be undertaken.

The most striking change is the decrease in the amount of organisations funded, and the increase in the size of the award. This is mainly due to the partnership approach which was a key requirement of this theme. Applicants were expected to demonstrate existing links with organisations in the borough, and detail how they would work with other Tower Hamlets second tier VCS organisations including involvement in appropriate networks.

See Appendix A for a list of projects funded in under the 2012 programme. Please note, whist the Third Sector Infrastructure Support strand largely maps to the Third Sector Organisational Development 2015 theme, we have assessed all projects included in the 2012 individually and mapped them against the 2015 theme they would best sit in.

There is no change in beneficiaries for this theme, the target still remains voluntary and community sector organisations in the borough. Lead organisations would be expected to work with all organisations regardless of activity area or the target beneficiaries of that particular group.

4.1   Overall summary of projects recommended for funding

Organisation and Project Name	Description	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
Tower Hamlets Council for Voluntary Service - Support to Council funded organisations **(this is a partnership project)**	This project will help LBTH funded voluntary organisations to develop and maintain effective systems, improve their financial and project management and achieve quality assurance accreditations. We will provide in depth development support, training courses and information to help organisations to ensure that they are well-run, effective, stable and sustainable.	Boroughwide	Council-funded voluntary and community groups
Tower Hamlets	This project will help Tower	Boroughwide	voluntary and

Council for Voluntary Service - Supporting VCS organisations based in Tower Hamlets **(this is a partnership project)**	Hamlets voluntary organisations to develop and maintain effective systems, plan effectively, raise funds, manage projects and staff, and achieve quality assurance accreditations. We will provide development support, training courses and information to help local organisations ensure that they are well-run, effective, stable and sustainable.		community groups
Tower Hamlets Council for Voluntary Service - Strategic partner project	THCVS's strategic partner project provides and supports representation, networking and partnership among voluntary organisations and between the statutory, business and voluntary sectors. We run forum meetings, courses and an annual conference for the sector and gather information about provision in the borough in online directories of projects and premises.	Boroughwide	Voluntary and Community Sector Organisations

4.3   Projects by Geographical Area

Provision is borough wide for all projects.

Within the current 2015/18 programme 3 projects are recommended for funding to the value of £260,000

Section 5 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (including staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?   No? ✔

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

Section 6 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes? ✔   No?

How will the monitoring systems further assess the impact on the equality target groups?

All funded projects will be required to provide a detailed analysis of their beneficiaries identifying the numbers within each of the 9 protected characteristics.

Does the policy/function comply with equalities legislation?
(Please consider the OTH objectives and Public Sector Equality Duty criteria)

Yes? ✔   No?

If there are gaps in information or areas for further improvement, please list them below:

There are currently gaps in the following categories
- Gender reassignment
- Sexual orientation
- Marriage and civil partnerships
- Pregnancy and maternity
- Socio economic

How will the results of this Equality Analysis feed into the performance planning process?

Improving the collection of equalities monitoring data from all grant funded projects by:

- Review and update project progress monitoring report
- Review and update guidance for projects on the collection and reporting of equalities data
- Incorporate equalities data within regular performance reports to the S151 Officer and Commissioners

Section 7 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Example 1. Better collection of feedback, consultation and data sources 2. Non-discriminatory behaviour	1. Create and use feedback forms. Consult other providers and experts 2. Regular awareness at staff meetings. Train staff in specialist courses	1. Forms ready for January 2010 Start consultations Jan 2010 2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	1.NR & PB 2. NR	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Improve the collection of equalities monitoring data from all grant funded projects by:	• Review and update project progress monitoring report requirement • Review and update guidance for projects on the collection and reporting of equalities data • Incorporate equalities data within regular performance reports to	- Quarterly report document updated – end Sep 2015 - Information sheet sent to all funded projects – end Sep 2015 - Update incorporated within GIFTS online report - Nov 2015	**Everett Haughton**	

	the S151 Officer / Commissioners / The Mayor and Cross-party Members as appropriate			

Appendix A

1   (Sample) Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* It is recommended that the use of the policy be suspended until further work or analysis is performed.	**Suspend – Further Work Required**	**Red**
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	**Further (specialist) advice should be taken**	**Red Amber**
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning* section of this document.	**Proceed pending agreement of mitigating action**	**Amber**
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage.	**Proceed with implementation**	**Green:**

Appendix A

MSG Programme 2012 – all projects funded

	Organisation Name	Project Title	Description
TSIS-02	Bangladesh Football Association	Strengthening Sports Groups in Tower Hamlets	Development project supporting 30 sports groups. Organisational health check with 30 sports groups and over 2½ year, meet identified needs by developing 75 individuals from 30 sports groups. Providing 10 Sport Group Forum meetings, 10 Training workshops and an accredited FA Level 1 course each year (36 individuals complete). 10 groups to achieve a Quality Mark.
TSIS-08	Spitalfields Small Business Association (SSBA)	SSBA -- Sustainable Funding: Make it happen	35 hours of development support to at least 50 organisations. 60 organisational and financial health checks leading to development plans and action plans.
TSIS-06	Tower Hamlets Community Transport	Community Transport Services in Tower Hamlets	Transport infrastructure service to the Tower Hamlets Third sector - including Fifteen 17 seat buses and 1 van available to member organisations 24 hours a day, 365 days a year resulting in a minimum of 2,700 individual vehicle bookings per annum transporting 40,000 residents, a vehicle sharing service aiming to maximise the usage of community owned vehicles resulting in at least 5 community vehicles being accessed.
TSIS-14	Tower Hamlets Somali Organisations Network (THSON)	Stepup - Sustaining Somali Organisations in Tower Hamlets	50 Somali Community and Voluntary organisation will receive 35 hours of development support bespoke to their development stage and needs.

TSIS-08	Tower Hamlets Somali Organisations Network (THSON)	Step Up - Sustaining Somali Organisations in Tower Hamlets (Addendum)	Transport infrastructure service to the Tower Hamlets Third sector - including Fifteen 17 seat buses and 1 van available to member organisations 24 hours a day, 365 days a year resulting in a minimum of 2,700 individual vehicle bookings per annum transporting 40,000 residents, a vehicle sharing service aiming to maximise the usage of community owned vehicles resulting in at least 5 community vehicles being accessed.
ASES-14	Tower Hamlets Sports Council	Tower Hamlets Future Active	Funding for coach education / training programme and allocation of small grants to local clubs
TSIS-05	Volunteer Centre Tower Hamlets	Supporting Volunteer Involving Organisations	Investing in Volunteers (IiV) support programme supporting 10 organisations per year, 8 to gain accreditation. 12 information e-bulletins per year, to 400 organisations (600 individuals). Produce factsheets on relevant management issues. 5 Action Learning Sets per year for minimum of 4 and 6 learners per set (4 sessions over each 6-month period
GRANT	Tower Hamlets Council for Voluntary Service	Strengthening the capacity of the Voluntary and Community Sector in Tower Hamlets	

Within the 2012/15 programme 7 projects were awarded funding totally £295,000 per year.