## **Equality Impact Analysis Screening Tool**

#### **Section 1: Introduction**

<b>Name of proposal</b> For the purpose of this document, 'proposal' refers to a policy, function, strategy or project			
Small Grants Programme			
Service area and Directorate responsible			
Corporate Strategy & Communities			
Name of completing officer			
Craig Morbey, Strategy and Policy Lead			
Head of Service			
Afazul Hoque, Head of Corporate Strategy & Communities			

# The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with 'protected characteristics' and those without them
- Foster good relations between those with 'protected characteristics' and those without them

This Equality Impact Analysis provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above. For more information about the Council's commitment to equality, please visit the Council's <u>website</u>.

#### Section 2: Summary of proposal being screened

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010

The Council has a vision to support a thriving and diverse voluntary and community sector that improves outcomes for communities. In March 2023 Cabinet approved a new Grants Policy & Outcomes. This consists of three funds: Mayor's Community Grants Programme, Small Grants Programme and Emergency Grant Fund.

The Small Grants Programme will provide £800,000 of annual funding to the voluntary and community sector across five different themes. The table below outlines the grants and budgets.

Grant	Annual Budget	Maximum amount per award	Number of awards per year
Mayor & Young Mayors -	£250,000	£3,500	1
Youth Empowerment Fund –			
Support young people to			
design, bid and deliver			
projects for their peers			
Mayor's Positive Activities for	£250,000	£6,000	1
Young People – Support			
activities during school			
holidays			
Community events – Support	£100,000	£2,500	1
events that brings			
communities together,			
celebrate our diversity,			
national and regional			
celebrations			
Mayor's Capacity Building	£100,000	£2,500	1
Programme – Support			
organisational development			
which strengthens local			
organisations' ability to deliver			
services			
Community chest -	£100,000	£500	2
Very small grants to support			
community events and activities			

The proposal will not have any direct impact on protected characteristics under the Equality Act 2010.

However, the funding will ensure that voluntary and community sector organisations who are supporting groups with protected characteristics can access funding to continue supporting them. As part of the grant award process the Council will ensure a diverse sections of the community benefit.

## **Section 3: Equality Impact Analysis screening**

Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below? Please consider the impact on overall communities, residents, service users and Council employees. This should include people of different:	Yes	Νο	Comments
▪ Sex		X	
▪ Age		$\mathbf{X}$	
<ul> <li>Race</li> </ul>		X	
<ul> <li>Religion or Philosophical belief</li> </ul>		$\mathbf{X}$	
<ul> <li>Sexual Orientation</li> </ul>		$\boxtimes$	
<ul> <li>Gender re-assignment status</li> </ul>		$\mathbf{X}$	
<ul> <li>People who have a Disability (physical, learning difficulties, mental health and medical conditions)</li> </ul>		$\boxtimes$	
<ul> <li>Marriage and Civil Partnerships status</li> </ul>		$\boxtimes$	
<ul> <li>People who are Pregnant and on Maternity</li> </ul>		$\boxtimes$	
<ul> <li>You should also consider:</li> <li>Parents and Carers</li> <li>Socio-economic status</li> </ul>		$\boxtimes$	

		-	1	
<ul> <li>People with dif</li> </ul>	ferent			
Gender Identi				
Gender fluid, N etc.				
610.				
<ul> <li>Other</li> </ul>				

If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Analysis is required.** The only exception to this is if you can 'justify' the discrimination (Section 4).

#### Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	
(iii) There is a Genuine Occupational Requirement for the council to implement this activity	

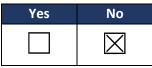
#### **Section 5: Conclusion**

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.

#### **Conclusion details**

Based on your screening does a full Equality Impact Analysis need to be performed?



If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

#### Comments

The prospectus for the small grants sets out the types of provision the Council is seeking to deliver through the programme. This will benefit a wide section of the community. The grants award process will consider the needs of the diverse community and ensure they reach all sections of the community.