

Equality Analysis (EA)

Mainstream Grant 2015-2018

Section 1 – General Information (Aims and Objectives)

Financial Year
2015/16

See Appendix
A
Current decision
rating



The Council has in place a system of Mainstream Grant funding. The funding for this process is concessionary and the Council has no statutory obligation to offer this funding. Funding is made available via General Fund resources.

The purpose of the Main Stream Grants programme is to tackle a broad range of deprivation-related issues within the borough.

The 2015-18 MSG propose changes aimed at improving resourcing and delivery to achieve:

- a) a fair spread of resources across the borough.
- b) resources prioritised and targeted based on needs analysis
- c) Strategic grants commissioning of projects within ward clusters
- d) closer synergies and cross-referral between funding streams
- e) plugging of resource gaps based on lessons from the past.

The new programme proposes the following changes.

1. A reduction in MSG funding of approx. -£0.456m
2. A rationalisation of funding themes (streams) from 11 to 5
3. Geographical Target Areas established

This Equality Analysis assesses the potential impact of the above proposed changes on the implementation make due regard to any potential disproportional impact on any group with the protected characteristics.

Conclusion

An analysis of the proposed changes to the 2015-18 Mainstream Grant programme do not identify any adverse effect on any group with protected characteristics. The programme continues to target vulnerable and disadvantaged groups. In terms of protected characteristics, funding is specifically targeted at groups such as Children, Young People and Older People. Other funding tends to target socio-economically disadvantaged people of all age groups, gender, race, marital status etc. in order to achieve improved outcomes such as increased employment, improved health, maximise income and reduce the impact of welfare reforms.

This assessment however, acknowledges that monitoring, assessment and or review at certain points in the process e.g. final recommendations of grant awards, monitoring during delivery are also essential to ensuring the desired equality outcomes.

A number of recommendations have been made in order to strengthen the equalities focus and impact toward of the MSG programme for target beneficiary groups. These recommendations include;

- Explicit mention of 2 cross cutting themes and gateway criterion within theme specifications;
- Inclusion of local demographics of each geographic areas (annexes) to be included within each bidding pack;
- Undertake theme based EA following officer recommendations and prior to award of grant; and
- **Developing systems to ensure equality information is electronically as a condition of grant payments.**

Name:

Service Head (Sign off)

Date signed off:

(approved) Service area: Third Sector

Team/ Service Manager: Third Sector / Everett Haughton

Name and role of the officer completing the EA: Everett Haughton, Dyana Browne, Stephanie Ford

Section 2 – Analysis of Proposed Changes

1. BUDGET REDUCTION

Budget : The budget has been reduced as shown below

Table 1: MSG Overall Budget comparison

| | £m |
|---|----------------|
| 2012-2015 Total Programme Budget | 3.534 |
| 2015-2018 – Indicative Budget | 3.086 |
| Difference (+/-) | - 0.698 |

- 1.1 The total proposed budget comprises the core elements of the previous MSG programme of £2.836m and a further £242,456 that currently funds a Prevention Health and Wellbeing programme. It is propose that this budget is bought into sync with the Mainstream Grant programme.

Table 2 Budget Allocation 2012/15

| | Theme 2012-15 | Allocation £m |
|----|---|------------------|
| 1 | Older People Lunch Club Services | 0.347 |
| | <i>Prevention Health & Wellbeing (out of sync stream)</i> | <i>0.</i> |
| 2 | Children and Families Services | 0.181 |
| 3 | Community Language Services | 0.126 |
| 4 | Early Years Services | 0.698 |
| 5 | Study Support Services | 0.062 |
| 6 | Youth and Connexions Services | 0.242 |
| 7 | Arts Sports and Environmental Services | 0.331 |
| 8 | Lifelong learning Services | 0.087 |
| 9 | Community Economic Engagement Services | 0.300 |
| 10 | Social Welfare Advice Services | 0.920 |
| 11 | Third Sector Infrastructure Support Services | 0.240 |
| | Total Programme Budget | 3.534 |

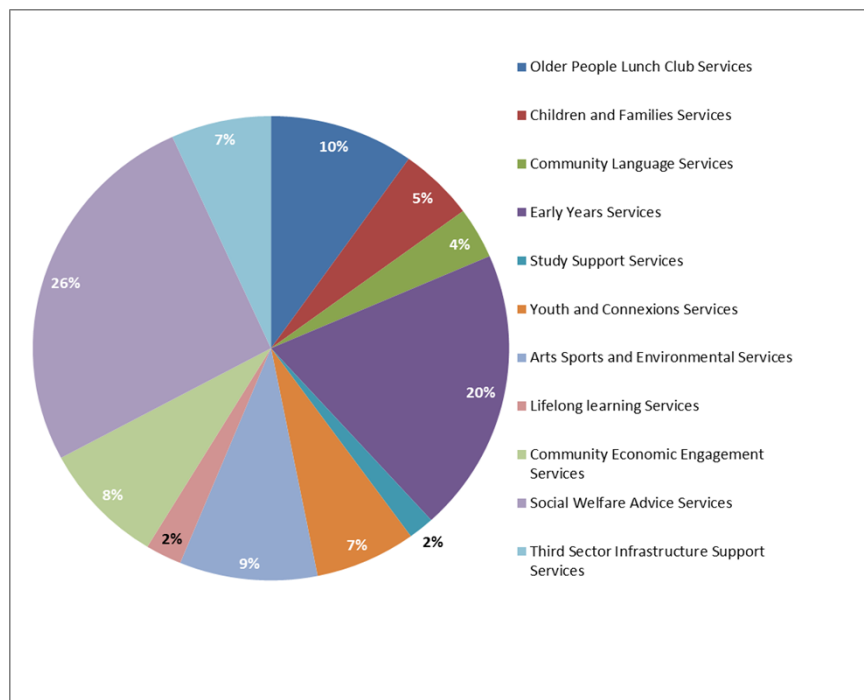
Table 3 – Budget Allocation 2015/18

| | Theme | Allocation £m |
|---|---|------------------|
| 1 | Children Young People and Families | 0.820 |
| 2 | Jobs Skills and Prosperity | 1.220 |
| 3 | Prevention Health and Wellbeing | 0.806 |
| 4 | Third Sector Organisational Development | 0.160 |

| | Theme | Allocation £m |
|--------------|--|--------------------|
| 5 | Community Engagement Cohesion and Resilience | 0.080 ¹ |
| Total | | 3.086 |

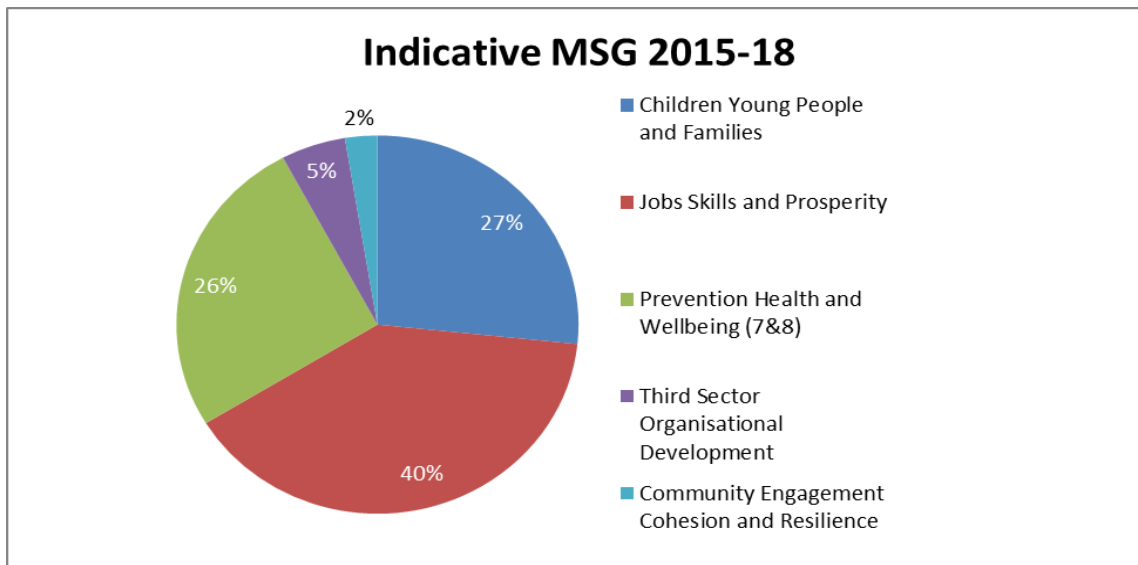
- 1.2 All themes excluding Community Engagement Cohesion and Resilience will be top sliced by 5% per annum to provide for costs associated with supporting Tower Hamlets CVS and development and maintenance of GIFTS grant management software.
- 1.3 The Dedicated Schools Grant (DSG) will no longer be administered via the MSG process. Children aged 0-5 years will continue to benefit directly from this budget via the schools service but can also benefit from the MSG Children, Young People and Families funding theme.
- 1.1 Overall, the apportionment of funding remains largely the same, particular in terms of beneficiaries of funding. Groups will have 'access' to a similar sized funding pot, even if the approach may have changed.

Figure 1 – Budget Apportionment 2012/15



¹ Plus £25,000 One Tower Hamlets funding - total Community Engagement Cohesion and Resilience fund £105,000

Figure 2 – Budget Apportionment 2015/18



- 1.2 With the exception of the Third Sector Organisational Development and Community Engagement, Cohesion and Resilience themes, the funding stream of the previous MSG streams have been combined to create the new funding themes. The 2015-18 indicative budget has been formed by combining the remaining budgets (without reduction). As a result, it is concluded that the reduction, does not result in an immediate reduction of funds to any of the target beneficiaries. All the target beneficiaries of the previous funding round continue to be the potential beneficiaries of the 2015/18 MSG round.
- 1.3 There is a reduction in the funding available to the Third Sector theme. Whilst the overall proportion of funding remains similar (7% in 2012-15 and 5% in this round), in the previous programme there was £240,000 available to support third sector organisations and in this programme £160,000. This is a significant reduction and may mean fewer organisations will be supported via the mainstream grants programme. However, it is not thought that this will adversely affect the sector at this time – given the new approach and focus on outcomes. There is also provision within the overall ‘top-slicing’ of the budget for CVS support.
- 1.4 Arguably the former Community Economic Engagement Services theme was also targeted at promoting cohesion within the borough, yet the entirety of the budget (0.300) is now allocated to Jobs Skills and Prosperity. However, it is not thought that this will adversely impact organisations or groups focused on improving cohesion within the borough given there is now a specific focus via the Cohesion Engagement Cohesion and Resilience theme. Whilst the budget and proportion of funding for this theme is small (0.080), there were very few ‘cohesion’ projects within the previous theme. Therefore the impact may be greater.

1.5 A review of the service specifications indicate that the more outcome based approach to commissioning projects, does not disproportionately advantage/disadvantage any group with protected characteristics. However, it is also noted that budgets that previously commissioned specific types of projects for a specific group of people e.g. Old Peoples Luncheon Clubs, whilst still seeking similar outcomes e.g. reduce isolation etc. no longer specify luncheon clubs as the method of meeting that need.

2. 2015-18 BUDGET PRIORITIES ANALYSIS

Table 4: Funding Breakdown (by priorities)

| Theme | Target Beneficiaries | Stream Funding £m | Priorities |
|---|---|--------------------------|--|
| <i>Children Young People and Families</i> | <ul style="list-style-type: none"> • Children 0-5 years Children 5-15 years • Young people, mainly 13-19 up to 25 with SEND | 0.820 | Raising Attainment Vulnerable Children |
| <i>Jobs Skills and Prosperity</i> | <ul style="list-style-type: none"> • Households in poverty; Individuals affected by welfare reform | 1.220 | Social Welfare Services Routeways to employment |
| <i>Prevention Health and Wellbeing</i> | <ul style="list-style-type: none"> • General community Individuals furthest from employment • Over 50s who are isolated and vulnerable • Vulnerable adults | 0.806 | |
| <i>Third Sector Organisational Development</i> | <ul style="list-style-type: none"> • VCS organisations delivering services in the borough | 0.160 | Supporting Orgs in receipt of Council grant Support to 'front line' Community Organisations |
| <i>Community Engagement Cohesion and Resilience</i> | <ul style="list-style-type: none"> • Local groups and people of differing faiths, cultures and beliefs • Local Wards and estate with particular issues (intervention) | 0.080 | Cohesion, cross-cultural, intergenerational, engagement or capacity building |
| Total | | 3.086 | |

3. RATIONALISATION OF FUNDING THEMES

3.1 A rationalising of themes within the programme to reflect key Community Plan priorities and strategies:

1. Children Young people and Families
2. Jobs Skills and Prosperity
3. Prevention Health and Wellbeing
4. Third Sector Organisational Development
5. Community Engagement Cohesion and Resilience

3.2 The following table shows the target beneficiaries as prioritised in the draft service specifications. An initial assessment shows that the type of beneficiaries targeted in this programme are the same groups as those targeted/prioritised under the previous round of MSG funding. However, the rationalisation (or grouping) of themes means that in some instances the funding has not been 'separated' out to meet the needs of a specific group by a specific type of activity e.g. luncheon clubs.

Table 5: 2015-18 Funding Themes and Beneficiaries

| 2015-18 Funding Themes | Target Clients and Beneficiaries |
|--|--|
| Children Young People and Families | <ul style="list-style-type: none">• Children 0-5 years Children 5-15 years• Young people, mainly 13-19 up to 25 with SEND |
| Jobs Skills and Prosperity | <ul style="list-style-type: none">• Households in poverty; Individuals affected by welfare reform |
| Prevention Health and Wellbeing | <ul style="list-style-type: none">• General community Individuals furthest from employment• Over 50s who are isolated and vulnerable• Vulnerable adults |
| Third Sector Organisational Development | <ul style="list-style-type: none">• VCS organisations delivering services in the borough |
| Community Engagement Cohesion and Resilience | <ul style="list-style-type: none">• Local groups and people of differing faiths, cultures and beliefs• Local Wards and estate with particular issues (intervention) |

3.3 Table 6 below maps the beneficiary groups of the current programme streams to the five themes in the proposed programme.

Table 6: Themes and Beneficiary Groups 2012/15 and 2015/18 Mapped

| 2013-15 FUNDING THEME | 2015-18 THEME | BENEFICIARY GROUP |
|--|--|---|
| Language Services | Children & Young People Funding Stream | Children 0-5 years |
| Study Support Services | | Children 5-15 years |
| Youth and Connexions Services | | Young people, mainly 13-19 |
| Lifelong Learning Services (50%) | | 19 years up to 25 years with SEND |
| Arts Sports and Environmental Services (50%) | | |
| Social Welfare Advice Services | Jobs Skills & Prosperity | Households in poverty |
| Community & Economic Engagement Services | | Individuals affected by welfare reform |
| Older People Lunch Club Services | Prevention Health and Wellbeing | General community Individuals furthest from employment |
| Arts Sports and Environmental Services (50%) | | Over 50s who are isolated and vulnerable |
| Lifelong Learning Services (50%) | | Vulnerable adults |
| Community Engagement Cohesion & Third Sector (50%) | Third Sector Infrastructure Development | VCS organisations delivering services in the borough |
| Community Engagement Cohesion & Third Sector (50%) | Community Engagement, Cohesion and Resilience | Local groups and people of differing faiths, cultures and beliefs |
| | | Local Wards and estate with particular issues (intervention) |

Recommendation

- 3.4 The programme has 2 cross cutting themes; equalities and digital inclusion. These are to be viewed as gateway criterion which every applicant will need to effectively address within their bid and achieve a minimum score/standard in order to progress to the full assessment stage. This should ensure an appropriate equalities focus across the 5 themes. However, theme specifications have not always explicitly referenced gateway criteria. Doing this should help bids ensure they have appropriate equalities focus.
- 3.5 There is no evidence to indicate that the reduction in funding themes will disproportionately or adversely impact (exclude) any of the target groups that benefited under the previous funding arrangements.
- 3.1 Individual funding themes specifically indicate the priorities for this round of funding e.g. Children, Young People and Families identify Children 5-15, Young People 13 -19. Prevention, Health and Well-being identify older people 50+. Apart from age, children, young people, and older people; themes target people based on socio-economic status and health and disability.
- 3.2 The needs of older people (50+) remains a priority however, the expectation is that the means of meeting the needs of older people is met through more innovative approaches than merely lunch clubs. Luncheon club accounted for approx. 10% of the 2012-2015 MSG funding. Older People's needs are to be met from within the Preventative, Health and Wealth Being allocation in 2015-18, which accounts for approx. 26% of the new programme funding.
- 3.3 Regarding the 9 protected characteristics, whilst no funding stream is targeted at any group of people based on religion or belief, race, marriage/civil partnership, pregnancy and maternity, all specifications address the needs for ensuring equality of access, service delivery and achievement of outcomes and specify monitoring requirements as a means of assessing projects are delivering against outcomes.
- 3.4 Some specifications (e.g. Third Sector Org. Development) state that some services may need to be developed in order to provide to particular niche groups provides examples such as specific examples ethnic communities e.g. Somalis', women, under-5's or older people.

4. GEOGRAPHICAL TARGET AREAS ESTABLISHED

- 4.1 Four distinct Ward Clusters (Table 5) have been proposed as a means of assuring a fair spread of resources across the borough. The intention is that resources can be priorities and targeted within each ward cluster, based on needs analysis and or other information regarding the locality.
- 4.2 Consultation has taken place with voluntary organisation forums regarding the ability to make grant application based on the need of specific Wards, Ward Clusters. A range of data and other information based on the demographics and profile of the wards clusters will be provided in the bidding packs. As a result it is possible that grants may be awarded to projects targeting a specific need in one area, whilst a similar project may not be delivered in another area. It is possible that a project may be borough-wide or target problem that exist in neighbouring wards. At this point the proposed geographical areas are not considered to disadvantage any of the groups with protected characteristics.

Recommendation

- 4.3 Some specifications have noted that additional information in the form of local demographics of each geographic area (annexes) is to be included within bidding packs to ensure that any provision is adequate for the community. It is recommended that this is included with all bidding packs.

Table 5: Proposed Geographical Target Areas

| MSG Ward Clusters | |
|---|--|
| NW Ward Cluster | NE Ward Cluster |
| Bethnal Green Spitalfields & Banglatown St Peters Weavers | Bow East Bow West Bromley North Bromley South Mile End |
| SW Ward Cluster | SE Ward Cluster |
| Shadwell St Dunstan's St Katherine's & Wapping Stepney Green Whitechapel | Blackwall & Cubbit Town Canary Wharf Island Gardens Lansbury Limehouse Poplar |

Section 3 – Assessment the Impacts on the 9 Groups

| Target Groups | Impact – Positive or Adverse | Reason(s) |
|---------------|------------------------------|---|
| Race | + | <p>No funding stream is targeted at any group of people based on race. The Jobs, Skills and Prosperity funding theme highlights the need for projects that target certain economically inactive groups and identifies BME as a group with specific needs.</p> <p>A demographic profile is being provided on each Ward Cluster to enable funding applications to adequately target provision to the needs of the area</p> <p>Specification outcomes are broad enough to ensure that projects can make a generic and/or borough wide provision where necessary as well as a target the service provision to certain groups base on ethnicity if required. There is an emphasis on achieving cohesion so service providers will be expected to be able to meet the needs of a diverse range of people.</p> |
| Disability | + | <p>The funding Theme Prevention Health & Well-being funding stream specifically targets people with a disability. Other funding themes such as Children, Young People and Families, states within its specification the need for projects to “include those with disabilities”. The Job, Skills and Prosperity funding theme specifies the need for projects that address “...peoples with health issues or a disability, particular those with mental health issues...” as barriers to employment.</p> |
| Gender | + | <p>No funding themes specifically targets gender, however, specifications such as Jobs, Skills and Prosperity identify women (BME) as a group disproportionately represented in unemployment statistics and is seeking project designed to target this group of people.</p> <p>Organisations may submit grant application for projects that address gender specific needs, which will</p> |

| | | |
|----------------------|---|--|
| | | <p>be evaluated based on the local demographic and needs assessment</p> <p>There is no specific funding targeted at a particular gender.</p> |
| Gender re-assignment | + | <p>No funding theme specifically targets gender – re-assignment issues. The Jobs, Skills and Prosperity funding theme “Routeways to Employment” allows for projects that provide specialist support to address specific barriers to employment. The specification outcomes are broad enough to allow grant applications to be submitted to address this as barrier to employment should the need be demonstrated. However, the equality provision in the specification requires that services are accessible to people with a gender re-assignment status.</p> <p>Grant application for a specific targeted gender re-assignment provision, which will be evaluated, based on the local demographic and needs assessment.</p> |
| Sexual Orientation | + | <p>No funding themes specifically targets groups with a specific sexual orientation. The equality provision in the specifications requires that services are accessible to people regardless of sexual orientation.</p> <p>Grant applications targeting a group of people based on sexual orientation will be evaluated, based on the theme priorities, local and borough demographic and identified need.</p> |
| Religion or Belief | + | <p>No funding theme targets any group of people based on religion or belief, however projects are expected to be aware of the needs of the diverse religions and beliefs within the borough and make adequate provision to accommodate those beliefs.</p> <p>There is, however, scope for projects to be tailored to address specific religious or faith needs e.g. luncheon clubs may choose to provide meals on certain days that targets Muslim, vegetarians, or vegans. The demographics of each geographic area is provided in the grant packs to ensure that any applications takes account of the community needs</p> <p>The specifications are broad enough to ensure that projects can take account of all religious or other</p> |

| | | |
|----------------------------------|---|---|
| | | beliefs. |
| Age | + | <p>Despite the fact that the proposal no longer includes the Dedicated Schools Grant (DSG), Children, Young People and Families, funding theme aims to benefit "...all children and young people including, vulnerable and excluded children, young people and/or their families..."</p> <p>Outcomes are also sought for young people from 19 year and up to 25 years for SEN as well as being open to all young people.</p> <p>Older people (55+ years) is identified as a specific target group in the Prevention, Health & Well-being funding theme.</p> <p>The funding themes generally target adults 18+ years are outcomes based and aim to address issues faced by people regardless of age.</p> |
| Marriage and Civil Partnerships. | + | No funding stream is targeted at any group of people based on marriage or civil partnership. However demographic data has been used to profile each geographical area based on ethnicity as a basis for monitoring and ensuring that. |
| Pregnancy and Maternity | + | <p>No funding stream is targeted at any group of people based pregnancy and maternity status; however, there is no evidence that the changes made to the proposal with disproportionately disadvantage people with this protected characteristic.</p> <p>Funding streams such as Jobs Skills and Prosperity can positively assist those seeking advice on maternity related, employment or welfare benefits. families and ensure that with this characteristics, whether to reduce isolation, improve health outcomes</p> <p>The specification outcomes are broad enough to ensure that projects can make a specific provision when a need has been demonstrated e.g. Breast feeding classes, childcare etc.</p> <p>Demographic data, where available will be used as a basis for monitoring equitable access and service delivery.</p> |

| | | |
|-----------------------------------|---|--|
| Other Socio-economic Carers | + | Funding themes such as Jobs Skills and Prosperity is specifically targeting people of lower than London average socio-economic status. |
|-----------------------------------|---|--|

Section 4 – 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 (inc' 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 5 – 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?

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:

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





Section 6 - 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 |
|--|--------------|--|---------------------|----------|
| Explicit mention of 2 cross cutting themes and gateway criterion within theme specifications | | | Funding Theme Leads | |
| Inclusion of local demographics of each geographic area (annexes) to be included within each bidding pack. | | | Funding Theme Leads | |
| Undertake theme based EA following officer recommendations and prior to award of grant | | | Funding Theme Leads | |
| Devise a means of projects being able to enter equality information electronically as a condition of grant payments. | | | Funding Theme Leads | |

Appendix A

(Sample) Equality Assessment Criteria

| Decision | Action | Risk |
|---|--|---|
| <p>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 <i>Protected Characteristics</i>. It is recommended that the use of the policy be suspended until further work or analysis is performed.</p> | <p>Suspend – Further Work Required</p> | <p>Red</p>  |
| <p>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 <i>Protected Characteristics</i>. However, a genuine determining reason may exist that could legitimise or justify the use of this policy.</p> | <p>Further (specialist) advice should be taken</p> | <p>Red Amber</p>  |
| <p>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 <i>Action Planning</i> section of this document.</p> | <p>Proceed pending agreement of mitigating action</p> | <p>Amber</p>  |
| <p>As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p> | <p>Proceed with implementation</p> | <p>Green</p>  |