

Equality Impact Analysis Screening Tool

Section 1: Introduction

Name of proposal 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 [website](#).

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

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

<p>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?</p> <p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>	Yes	No	Comments
<ul style="list-style-type: none"> ▪ Sex 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ Age 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ Race 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ Sexual Orientation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ Gender re-assignment status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ People who have a Disability (physical, learning difficulties, mental health and medical conditions) 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<ul style="list-style-type: none"> ▪ People who are Pregnant and on Maternity 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<p>You should also consider:</p> <ul style="list-style-type: none"> ▪ Parents and Carers ▪ Socio-economic status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

<ul style="list-style-type: none"> ▪ People with different Gender Identities e.g. Gender fluid, Non-binary etc. ▪ Other 			
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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	<input type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

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?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

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.