

## **CABINET – 14TH MARCH 2019**

### **Report of the Head of Neighbourhood Services Lead Member: Councillor Deborah Taylor**

#### **Part A**

#### **ITEM 10     CHARNWOOD GRANTS – ROUND FOUR – 2018/19 COMMUNITY DEVELOPMENT AND ENGAGEMENT ENVIRONMENTAL GRANT APPLICATIONS**

##### **Purpose of Report**

To enable the Cabinet to consider applications received for funding in a further round four specifically for the Community Development and Engagement Environmental Grants scheme for 2018/19.

##### **Recommendations**

1. That the following Community Development and Engagement Environmental Grants be awarded:
  - £9,840 to The Exaireo Trust towards a re-use project;
  - £4,500 to The Crop Club towards a Growing urban communities in small spaces project, subject to final CIC documents and CIC bank statements being provided;
  - £6,000 to Little Bird SOS towards a Grow Loughborough project (£3,000 to be funded through Community Development and Engagement Environmental grants, and £3,000 through the Loughborough Community grants scheme);
2. That the Head of Neighbourhood Services be given delegated authority to finalise the terms and conditions of the awarded Community Development and Engagement Environmental Grants.

##### **Reasons**

1. To provide financial support to organisations which meet the criteria of the Community Development and Engagement Environmental grant schemes in terms of community and organisational need and to use funding provided through the Loughborough Grants scheme to support projects in Loughborough.
2. To enable the grants awarded to be finalised and appropriate information to be supplied to the Council about the outcomes of the project.

##### **Policy Justification and Previous Decisions**

The Council's Corporate Plan 2016-20 makes a commitment to make sure that Charnwood is a great place to live for families by creating a safe, secure and caring environment and to provide opportunities for participation in social, leisure and cultural

activities and in community life. It aims to make Charnwood an attractive place for all by funding community groups and providing a range of diverse opportunities and events.

The Council's Corporate Plan 2016-2020 was approved by Council on the 29<sup>th</sup> February 2016. A review of the existing grants criteria was undertaken at this time and it was concluded that the existing criteria were still appropriate and aligned with the priorities of the Corporate Plan 2016-2020.

#### Implementation Timetable including Future Decisions and Scrutiny

The Community Development and Engagement Grants considered in this report will be released, providing they are approved, once the applicants have met any required payment conditions. Grant payment terms will be on a grant by grant basis, depending on the nature of the organisation/project and level of grant awarded. Payment may be made in stages, and copy invoices, or proof of project expenditure, requested.

#### Report Implications

The following implications have been identified for this report.

#### Financial Implications

##### *Loughborough Community Grant Funding*

Cabinet at its meeting on the 21<sup>st</sup> January 2016 (min 93) approved the recommendation that the Head of Neighbourhood Services be given delegated authority to allocate any grant budget for schemes in Loughborough that are funded through the Loughborough Special Expenses between the Loughborough Community Grants fund (maximum £2,000) and a budget within the Community Development and Engagement Grants fund (maximum £10,000) ring-fenced for schemes based in Loughborough. This was to enable the budget for funding schemes in Loughborough to be more flexibly allocated between large and small applications.

The intention as outlined above is to allocate £3,000 from the Loughborough Community Grants budget towards the Loughborough based project, Little Bird SOS.

##### *Community Development and Engagement - Environmental Grant Funding (External funding provided by Serco)*

Serco have agreed to provide £20,000 per year to Charnwood Borough Council (CBC) for grants to projects that deliver environmental outcomes. They have made a commitment to provide this funding for three financial years (2017/18, 2018/19 and 2019/20).

Due to an underspend of £4,000 in 2017/18 the ring-fenced budget for environmental projects in 2018/19 was £24,000.

In Round 3 £5,000 was allocated leaving a balance £19,000. However this increased by £1,400 to create a balance of £20,400 due to Falcon Support Services, confirming they were unable to complete their project and didn't require the full grant awarded.

This Round 4 report recommends that three applications for environmental projects be supported totalling £20,340. However Little Bird SOS grant award is being jointly funded with £3,000 coming from the Loughborough Community grants scheme. Therefore £17,340 of the grant being awarded will come from the Community Development and Engagement - Environmental Grant Funding. This will leave grant funding of £3,060 to carry forward into 2019/20 to be awarded to projects that deliver environmental outcomes.

Once a grant has been awarded the recipient has 12 months in which to complete their project and draw down the grant funding. Therefore it is expected that the above 3 grants will be drawn down over the next 12 month period, i.e. during both 2018/19 and 2019/20, dependent upon when the projects start, reach agreed milestones and are completed. It is anticipated that for all 3 grants there will be an initial part payment of grant to the recipients in 2018/19. The remaining grant funding will be carried over and be available for draw down in 2019/20.

### Risk Management

The risks associated with the decision Cabinet is asked to make and proposed actions to mitigate those risks are set out in the table below.

Risk Identified	Likelihood	Impact	Overall Risk	Risk Management Actions Planned
Grants do not deliver the objectives of the Grants scheme	Remote (1)	Minor (1)	Very Low (1)	The grants have been assessed against the criteria and will be supported with appropriate monitoring information.

### Equality and Diversity

There is a requirement in the grants criteria for each organisation that applies to either have their own Equal Opportunities Policy or provide a statement that the organisation will abide by the Council's Equal Opportunities Policy. In addition an Equality Impact Assessment has been completed and attached at Appendix 2.

### Crime and Disorder

The grants criteria specifically cover crime and disorder with projects needing to outline how the proposed project reduces the impact of crime and anti-social behaviour and promotes stronger, cohesive and balanced communities.

### Sustainability

Many of the grants criteria are concerned with sustainability.

Key Decision: Yes

Background Papers: None

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## **Part B**

### Charnwood Community Grants Criteria

1. At its meeting on 12th April 2012, Cabinet agreed the revised Community Grants Criteria to reflect the changes in the Council's Corporate Plan.

The Council's new Corporate Plan 2016-2020 was approved by Council on the 29<sup>th</sup> February 2016. A review of the existing grants criteria has been undertaken and it was concluded that the existing criteria was still appropriate and aligned with the priorities of the new Corporate Plan 2016-2020.

### Community Development and Engagement Grants

2. The criteria include the following:
  - Maximum amount to be awarded is £10,000.
  - Provides funding for projects delivered by the voluntary and community sector
  - Must be available for the wider community
3. All applications are assessed against two measures of need: how the project meets the Council's aims and objectives in meeting identified community needs and the organisational need of grant funding from the Council to enable the project to succeed. Both measures seek to demonstrate the value for money to be obtained in providing grant funding. Twelve criteria are used to assess community need based on the aims and objectives set out in the Corporate Plan.
  - How does your project promote stronger, cohesive and balanced communities (in particular encouraging people from different backgrounds to get along together)?
  - How does your project involve volunteers and how will volunteers be supported and developed?
  - How does your project promote and support physical health and well-being (in particular healthy eating, physical activity, sexual health and reduced substance misuse)?
  - How does your project promote and support improved mental health and emotional well-being?
  - How does your project reduce the impact of crime and/or anti-social behaviour?
  - How does your project improve the quality of life of people living in priority neighbourhoods?
  - How does your project improve the well-being of residents through acknowledging their diverse needs?
  - How does your project enable children, young people and older people to make a positive contribution to the communities in which they live?
  - How does your project enable older people to live independent lives?
  - How does your project promote access of local people to green spaces and the countryside?
  - How does your project add value to Charnwood's commitment to reduce the impact of climate change?

- How does your project help promote local businesses to prosper and develop vibrant towns and villages, and support rural enterprise?
4. Five criteria are used to assess the need for the Council to provide grant funding. Organisations must demonstrate that their projects are prepared and managed well and will be encouraged to explore other funding sources where appropriate.
- Has a realistic total cost and timetable for the project been identified after being researched, for example through obtaining quotes or using reliable information from previous years?
  - Have efforts been made to obtain other funding to enable the project to begin and is the amount sought from the Council necessary to secure match funding or because other sources of funding are not available?
  - What balances and reserves are available and has using these to fund the activity been considered?
  - Is the proportion of the cost of the project the Council is being asked to fund justified?
  - No specific geographically based conditions or targets are applied to grant awards but the geographical distribution of grants across the Borough is taken into account.
5. Applications are assessed qualitatively against these criteria and rated high, medium or low. These ratings are converted to a score on the following basis which rewards those applications which rate highly in meeting community need and provide a maximum possible score of 97.

*Table 1 – Conversion of rankings into scores*

Ranking	Community Need Score	Organisation Need Score
HIGH	6	5
MEDIUM	2	3
LOW	1	1
Maximum Score	72	25

#### Levels for funding

Score	Level of funding
Less than 30	Nil
30 – 40	Some of grant funding applied for
More than 40	Most or all of funding applied for

#### Community Development & Engagement Environmental Grant Applications

6. Three applications were received for funding in Round 4 for 2018/19. Three applications have been assessed against the criteria; all three have been recommended for approval.

#### **The Exaireo Trust - Score 51 - Recommendation to award up to £9,840**

7. The Exaireo Trust helps people who have been homeless to rehabilitate themselves, by providing accommodation in shared housing. There is a support structure in place including a key worker, to help people overcome addictions, deal with other agencies, and to return to work or education. The aim is to help as many residents as possible to move into their own accommodation and live independently, whilst recognising that for some, a level of support will always be needed.
8. In 2017 the organisation received funding through the Community Development and Engagement Environmental grants scheme for funding towards the cost of a furniture project, offering work experience to residents struggling to get back into work. Residents were able to expand their skills by learning how to restore furniture and deal with the general public. The project operated from a small warehouse at the Oaks Industrial Estate for 18 months, and during this time it became obvious that in order to become a real success it needed to be expanded. At the same time, they became aware of Dulux paints 'Community Re-paint' initiative and started to investigate the possibility of combining the two. The result was 'Exaireo Re-use', which has been running from Weldon Road in Loughborough since Spring 2018, on Wednesdays, Thursdays and Fridays. They provide surplus paint from the commercial sector and donated furniture to voluntary groups and the general public at low or no cost, providing work experience for around 12 Exaireo residents, with the aim to increase this to 20-25 individuals. Participants gain experience in receiving donated goods, furniture refurbishment, sales, deliveries and collections.
9. This application is for funding towards the expansion of the project, enabling a Saturday opening, and increasing opportunities to their service users and to the wider community.
10. The benefits of the project include:
  - Constant flow of residents gaining new skills, and progressing within and outside of the project;
  - Increase in residents' confidence and self-esteem;
  - People in the local community who are in need, such as those in priority neighbourhoods, have access to low-cost or free furniture;
  - As residents move into new accommodation, Exaireo is able to gift them basic furniture so they're not moving into their new home with no furniture;
  - Project also supports up to 10 people a month who are not Exaireo service users, but who are referred to the organisation through the Council's Housing Needs team for example;
  - The organisation has a partnership with the local Rotary who provide 'move on' boxes comprising household items totalling £200. The boxes are passed to residents moving on, or other people in need;
  - Up-cycling and restoring furniture reduces the amount of waste sent to landfill;
  - Residents are being encouraged to re-use and recycle rather than throw things away.

11. The application identifies strong links with the following aims and objectives set out in the Council's Corporate Plan:
  - Involves and supports volunteers effectively;
  - Promotes and supports improved mental health and emotional wellbeing;
  - Improves the well-being of residents through acknowledging their diverse needs;
  - Adds value to Charnwood's commitment to reduce the impact of climate change.
12. The application of £9,840 is for 8.95% of the total scheme costs of £109,940.
13. The Panel scored this scheme at 51 and recommends that a grant of up to £9,840 be awarded.
14. The Panel feel that the application is building on the project from last year, and that the community benefit is clear. The project scores highly against the criteria of reducing the impact of climate change, through reducing waste and re-using furniture. The Panel also note that the organisation is pro-active in looking at other funding streams.

**The Crop Club - Score 36 - Recommendation to award up to £4,500 subject to Final CIC documents and bank statements being provided**

15. The Crop Club has been running since 2016 and is in the process of finalising becoming a CIC. The organisation aims to reconnect people with growing food, nature and communities. The key aims and objectives of The Crop Club are to:
  - Simplify growing food and making it more accessible for all;
  - Educating people on sustainability and protecting the environment;
  - Reconnecting people with homegrown and homemade food;
  - Promoting the diversity of foods available, particularly with heritage seeds;
  - Encourage biodiversity with companion planting and natural ways to combat pests and support wildlife whilst discouraging the use of chemicals;
  - Work within communities and neighbourhoods to support growing projects;
  - Encourage sustainable lifestyles and educate about materials, resources and end of life options such as recycling and composting.
16. The application is for funding towards the creation of a food garden, using sustainable and reused materials. The organisation is aiming to create a safe space for residents around Fearon Hall and service users to come together and learn how to grow food in a relaxed and informal environment. They want to give people the confidence to start growing food in their own homes and outdoor spaces. The food garden will have two key areas. The main area will involve large planter beds around the outside of the hall made from re-claimed pallet collars, and will form the garden and be used as additional signage for the project, with the woodwork decorated and painted by the group in the early stage. The second area will be a demonstration container garden in the enclosed garden at the rear of Fearon Hall. This area will be used as part of the strategy to inspire and educate the members with regards to what can be



grown in small spaces, and will feature a mixture of reclaimed containers and some coffee sack planters. The use of reused and sustainable materials is a key part of The Crop Club and of this project.

17. The project will last for 25 weeks, with weekly 3-hour sessions – including 2.5 hours of growing and cooking, followed by a 30 minute lunch together at Fearon Hall. Once food is ready to harvest, at each session a few participants will help to cook the lunch with the Fearon Hall Café volunteers.
18. The benefits of the project include:
  - Creating a dynamic growing group with varied backgrounds and interests;
  - Empowering the group to take key decisions in the garden and suggest what they grow so that they can create a garden with food from different cultures;
  - Inspiring, educating and building confidence in participants to use what they have learnt at home;
  - Provision of a demonstration container garden with methods that can be easily and cheaply replicated in participants' homes which will encourage the re-use and recycling of materials;
  - Promoting healthy living through education around growing fresh herbs, edible flowers and vegetables and cooking of fresh food;
  - Engaging participants in conversations regarding sustainability and key issues such as recycling and reusing materials, and signposting them to solutions locally that can help them be more sustainable;
  - Connecting with and visiting other key growing communities within Loughborough to inspire and support participants to develop further growing skills.
19. The application identifies strong links with the following aims and objectives set out in the Council's Corporate Plan:
  - Improves the quality of life of people living in priority neighbourhoods;
  - Adds value to Charnwood's commitment to reduce the impact of climate change.
  - Promotes and supports improved mental health and emotional wellbeing;
  - Improves the well-being of residents through acknowledging their diverse needs;
20. Local Ward Councillors were consulted on the application. Two Councillors were supportive of the project, and one Councillor had concerns about the project. A summary of the responses comments are provided below:
  1. Concerns about this grant as it is for a substantial amount of money and the outcomes do not justify the investment. Concerns re the cost of the project and number of participants. Concerns about not knowing the organisation and exactly who will be recruited in to the programme.

2. Application proposes an interesting and potentially very exciting initiative. On balance I fully support this application. I believe that this initiative shall re-embed skills within the community of food growing, a sense of self sufficiency and a closer understanding between the food we eat and healthy living. I believe it is well aligned with current Government and NHS thinking with respect to “social prescribing” where pressures on the health service can be reduced by promoting (or prescribing) activities to individuals that may promote an improvement in their physical or mental well-being. This programme seems well designed and thought-through as it meets a key number of criteria for a successful application (such as encouraging participation from across the community, good use of green spaces and creating a beneficial legacy once complete). It also describes how the benefits or success of this project is to be measured.
3. I think this could be a good use of money. This money will kick-start this type of project and it will encourage, help, educate etc., people. It will help our ‘Green Pledge’ in the Manifesto. The outcomes will have more far-reaching outcomes. With all ‘kick-starts’ the starting point will seem expensive but the outcomes are very beneficial to many more, then that spreads even further. This is about setting those seeds – literally.
21. The application of £6,080 is for 93.8% of the total scheme costs of £6,480.
22. The Panel scored this scheme at 36 and recommends that a grant of up to £4,500 be awarded, subject to final CIC documents and bank statements being provided.
23. The Panel feel that volunteer and refreshment costs are high. They wish to contribute towards the Harvest Supper only.
24. The Panel feel that the group is working closely with communities, and with the project being based at Fearon Hall, the group has a strong link with our Strategic Partner. Fearon Hall is also linked to the Rectory Garden, and this project will further help this busy area to grow and expand.
25. The Panel have concerns about the current bank statement being in an individual’s name, and would request that CIC bank statements along with final CIC documents are provided as soon as they are available.

**Little Bird SOS – Score 38.5 - Recommendation to award up to £6,000 (£3,000 through the Community Development and Engagement Environmental Grants scheme, and £3,000 through the Loughborough Community Grants scheme)**

26. Little Bird SOS was formed in 2011, and aims to be the ‘go to’ organisation in Leicestershire for arts and health project delivery and evaluation. They offer leadership and expertise in the field of arts for health to support the improvement of mental health and wellbeing for individuals and for organisations that wish to

adopt their well-documented and evaluated approach. They engage with people from vulnerable and disadvantaged sectors of society, offering accessible and affordable craft activities, which provide enrichment, promote personal growth and socialisation, and which impact on their wellbeing and quality of life.

27. In 2018 over 21 artists, community groups and social enterprises came together to create and deliver 'Grow Loughborough' – a weekend of gardens, growing, wellbeing and creativity. The result was a trail of activities across three National Garden Scheme (NGS) open gardens in Herrick Road, Mountfields Allotments and two green spaces, to raise awareness of local projects with a social ethos working to increase wellbeing, reduce social isolation, encourage creativity and support participation in community gardening.
28. In 2019, the organisation would like funding to build on the connections, opportunities and resources developed for Grow Loughborough in 2018, by creating a co-produced series of events with current and new partners. This will enable the group to increase the range of opportunities and depth of engagement with visitors and keep the project in the public eye over the growing and harvest seasons. This year there will be stronger emphasis on environmental issues, recycling, reusing and reducing waste.

The 2019 programme will run over a four month period, June to September, compared to a weekend event in 2018 and will include:

- An Open Gardens weekend in late June – showing how to reuse and recycle garden waste;
- An Open Allotments one-day event at Mountfields Allotments, to include collaboration with John Storer Charnwood and The Green Gym;
- A 'market' in the Mountfields Allotments community space showcasing local volunteer-led organisations and small enterprises with a social ethos and a focus on sustainable living;
- Guided walks coordinated with the Bloom groups to look at environmental best practice in local Bloom projects. This will be documented and published as a resource and trail on the website;
- At least three artist-led creative workshops focussed on reuse and recycling/upcycling of items that would otherwise go to landfill;
- The Grow Loughborough website will be further developed as a resource, signposting people to groups and organisations offering activities and advice throughout the year.

29. The benefits of the project include:

- Co-promotion of like-minded volunteer organisations who utilise creativity or gardening for wellbeing and reducing social isolation;
- Opportunities for volunteers to showcase their work;
- Creation of a peer support network for the organisations involved that may lead to future collaborations;
- Will improve mental health and wellbeing;

- The ethos of reduce, reuse and recycle is at the core of all the participant organisations and groups, and the programme will demonstrate to visitors many ways to be sustainable, and how to put that into practice with examples of growing and creative projects.
30. The application identifies strong links with the following aims and objectives set out in the Council's Corporate Plan:
- Promotes and supports improved mental health and emotional well-being;
  - Enables children, young people and older people to make a positive contribution to the communities in which they live;
  - Promotes access of local people to green spaces and the countryside;
  - Adds value to Charnwood's commitment to reduce the impact of climate change.
31. The application of £7,010 is for 72.2% of the total scheme costs of £9,710.
32. The Panel scored this scheme at 38.5 and recommends that a grant of up to £6,000 be awarded, (£3,000 through the Community Development and Engagement Environmental Grants scheme, and £3,000 through the Loughborough Community Grants scheme).
33. The Panel feel that the whole project would not be able to be funded through the Environmental grants scheme, as it doesn't fully meet those criteria. There are some re-use/recycling elements to the project, but also lots of community development and engagement, and therefore the Panel feel it would be appropriate to split the funding through the Community Development and Engagement Environmental grants scheme and Loughborough Community Grants scheme. There was very positive feedback regarding the 2018 event and the Panel were pleased to see that the organisation had built on this and have decided to add more events and activities over a longer period of time. The Panel feel that some of the costings for activities are on the high side and has therefore reduced the recommended amount to be awarded in line with the assessment score.

## Appendices

Appendix 1 – Community Development and Engagement Environmental Grants Summary

Appendix 2 – Equality Impact Assessment

**APPENDIX 1****Round 4 2018/19 - Community Development and Engagement Environmental Grants Summary****Budget for 2018-19: £24,000****Balance after Rd 3: £20,400****Balance Remaining: £3,060**

<b>Applicant</b>	<b>Project description</b>	<b>Amount applied for (£)</b>	<b>Total project cost (£)</b>	<b>Community need score</b>	<b>Organisation need score</b>	<b>Total score</b>	<b>Recommendation</b>
Grant ref 1197 The Exaireo Trust	Re-use Project	9,840	109,940	29	22	51	Approve up to £9,840
Grant ref 1198 The Crop Club	Growing urban communities in small spaces	6,080	6,480	25	11	36	Approve up to £4,500 subject to CIC bank statements and CIC documents being provided once available.
Grant ref 1199 Little Bird SOS	Grow Loughborough project	7,010	9,710	24.5	14	38.5	Approve up to £6,000 (£3,000 through CDG Enviro, and £3,000 through LCG)

## Charnwood Borough Council

### Equality Impact Assessment 'Knowing the needs of your customers and employees'

#### ■ Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

#### ■ Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

■ **Step 1 – Introductory information**

Title of the policy	Community Development & Engagement Grant and Community Facilities Grant.
Name of lead officer and others undertaking this assessment	Julie Robinson
Date EIA started	March 2018
Date EIA completed	March 2018

■ **Step 2 – Overview of policy/function being assessed:**

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>Charnwood Borough Council recognises the value and contribution of individuals, voluntary sector organisations and other community-led projects and the benefits they provide to the residents of Charnwood.</p> <p>Through our Charnwood grant schemes we provide a range of grants to help these organisations, groups and individuals access the funding support they need.</p> <p>Three times a year Cabinet considers applications for revenue funding for the Community Facilities Capital Grants and Community Development and Engagement Grants Schemes.</p> <p>It is the Councils aim to ensure the grants process is inclusive of all community groups and funding supports projects targeting individuals across a range of protected characteristics, as outlined in the Equality Act 2010.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>It is the Councils aim to ensure that the grants process is inclusive of all community groups and funding supports projects targeting individuals/ residents across a range of protected characteristics, as outlined in the Equality Act 2010.</p> <p>Analysis is therefore undertaken to ensure that the grant are distributed in a reasonable and proportionate manner.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>Evaluation takes place on successful applications to analyse whether there any gaps with regards to the protected characteristics in order to ensure the grants process is fair and equal to all. In particular analysis is undertaken to determine any barriers which may prevent specific community groups/ communities of interest from successfully applying or even applying at all to Charnwood Grants.</p>

### ■ Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

- Analysis of successful Community Development & Engagement Grants, Loughborough Grants and Community Facilities Grants 2017/18

What does this information / data tell you about diverse groups? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

Number & total of grants awarded based on protected characteristic:

	Number of grants awarded	Total funding approved
<b>Age</b>	10	£29,720
<b>Disability</b>	5	£24,200
<b>Gender Reassignment</b>	0	£0
<b>Pregnancy &amp; Maternity</b>	0	£0
<b>Race</b>	3	£4,490
<b>Religion or Belief</b>	N/A	N/A
<b>Sex/ Gender</b>	2	£7,895
<b>Sexual Orientation</b>	0	£0
<b>No Characteristic/ Wider Community</b>	18	£84,332
<b>TOTAL</b>	37	£150,637

N.B. The characteristic of Marriage and Civil Partnership was not included due to its status within the Equality Act 2010 legislation, as it is to protect individuals from discrimination in the employment law. The harassment provisions that relate to other protected characteristics do not apply to marriage or civil partnership.

It is acknowledged that some of the approved grants are towards projects which support individuals with multiple characteristics and those projects supporting the wider community have a wide range of beneficiaries.

### ■ Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Further equalities monitoring may be required for those projects which have applied and are deemed unsuccessful in order to identify any further issues or potential barriers.



However, at this stage of analysis it is felt the information currently held is sufficient to analysis trends and determine any barriers or negative impacts.

### ■ Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
<b>Age</b>	There is a reasonable proportion of grant funding awarded to projects relating to Age. Of the grants awarded, there is a reasonable proportionate spread between projects for older and younger people. The process has therefore created a positive impact in relation to the protected characteristic of Age.
<b>Disability</b> (Physical, visual, hearing, learning disabilities, mental health)	There is a reasonable proportion of grant funding awarded to projects relating to disability. In addition it is acknowledged that some of the projects funded are cross- cutting and support individuals with multiple characteristics. Therefore, creating further positive impacts for people with disabilities. The process has therefore created a positive impact overall in relation to the protected characteristic of Disability.
<b>Gender Reassignment</b> (Transgender)	No projects have been specifically funded to support the protected characteristic of Gender Reassignment. The impact of this is neutral as there have been no applications to date. However it is acknowledged that specific marketing / promotion of Charnwood Grants could take place where specific support groups etc. meet for further awareness raising.
<b>Race</b>	There is some grant funding awarded to projects relating to Race. In additional it is acknowledged that some of the projects funded are cross- cutting and support individuals with multiple characteristics.
<b>Religion or Belief</b> (Includes no belief)	<p>Whilst Charnwood Grants do not specifically support religious groups / activities, it does provide funding to these groups who are delivering activities for the wider community.</p> <p>The impact is therefore neutral with regards to the protected characteristic of religion or belief with the acknowledged that wider benefits are created for the wider community.</p>
<b>Sex</b> (Gender)	There is some grant funding awarded to projects relating to Gender. In addition it is acknowledged that some of the projects funded are cross- cutting and support individuals with multiple characteristics. The process has therefore created a

	positive impact in relation to the protected characteristic of Gender.
<b>Sexual Orientation</b>	No projects have been specifically funded to support the protected characteristic of Sexual Orientation. The impact of this is neutral as there have been no applications to date. However it is acknowledged that specific marketing / promotion of Charnwood Grants could take place where specific support groups etc. meet for further awareness raising.
<b>Other protected groups (Pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	There is no grant funding awarded to projects relating to these other protected groups. In addition it is acknowledged that some of the projects funded are cross - cutting and support individuals with multiple characteristics. Additional targeted promotional work will be undertaken.
<b>Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)</b>	The grants which focus on the wider community have a wide range of benefits, particularly for residents from priority neighbourhoods or areas of deprivation.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

No negative impacts or potential barriers have been identified. However it is acknowledged that specific marketing / promotion of Charnwood Grants could take place for the protected characteristics of Gender Reassignment, Pregnancy and Maternity and Sexual Orientation.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

It is the opinion that the Community Development & Engagement Grant and the Community Facilities Grant comply with Charnwood Borough Council's equality and diversity responsibilities. It will further promote equal opportunities and achieve positive outcomes.

## ■ **Step 6- Monitoring, evaluation and review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

Monitoring will continue on a quarterly and annual basis to assess the grant applications that are successful. Continuous monitoring and analysis will aim to identify gaps which may potentially highlight barriers or negative impacts towards specific community groups/ communities of interest.

Further equalities monitoring will be explored for those projects which have applied and are deemed unsuccessful, for the further identification of issues or potential barriers.

How will the recommendations of this assessment be built into wider planning and review processes?  
e.g. policy reviews, annual plans and use of performance management systems.

Where barriers/ negative impacts are identified, the mitigating action and progress against this will be included within the relevant service plan.

### Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan:

**The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan**

Reference Number	Action	Responsible Officer	Target Date
001	Continue to monitor the Grants on a quarterly and annual basis to assess the grant applications that are both successful and unsuccessful.	J. Robinson	March 2019

### Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	This EIA will be published on the Council's website.
Service users	✓	
Partners and stakeholders	✓	
Others	✓	
To ensure ease of access, what other communication needs/concerns are there?	✓	

Please delete as appropriate

I agree with this assessment / action plan

If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales: N?A

Signed (Service Head): Julie Robinson

Date: 14.08.2018

Please send completed & signed assessment to Suzanne Kinder for publishing.