

Equality Impact Assessment

Name of Initiative, Policy or Project	Review of financial support (grant funding) to cultural and community organisations.
Department	Culture, Communities and Business Services (CCBS)
Names of people completing assessment	Helen Wheeler, Neil Cole, Nick Coe
Date	26 May 2011 (Updated December 2011)
Summary: what is the specific change?	
<p>This is a high level Equality analysis of the potential impact of proposed funding changes for 2012/13 and the proposed restructured grants programme (2013/14 and beyond) for financial contributions to support cultural and community organisations.</p> <p>The equality analysis is carried out to ensure that the way in which the council reaches its decisions on these changes is fair and equitable and that there is no disproportionate negative impact on any protected group as a result of any reductions in funding or resulting from the outcomes of this process. The analysis will consider the impact of;</p> <ul style="list-style-type: none"> - the proposed change to the structure of the grant programme and the move to a fully criteria-based open programme from 2013/14 - the change from current funding levels (overall 8% cut in 2012/13) – reductions in levels of support to some organisations - the review to determine which organisations should continue to receive support and where to withdraw it completely, taking into account transition funding 	
Context: why is this change/policy decision needed?	
<p>As a result of the Comprehensive Spending Review settlement for local authorities in 2010 and the work of the Coalition Government to reduce the country's deficit, budget reductions are being implemented across all Council services. The County Council needs to achieve a 25% budget reduction over 4 years through its Efficiency and Expenditure programme. This programme includes a full review of the internal processes for the management and award of grants to achieve efficiencies in the way the Council administers grant-giving. The key outcomes of this will be;</p> <ul style="list-style-type: none"> - A simplified and standardised application process - A single central database for the administration of all grant awards - Equality monitoring is part of the application form 	
Background - CCBS grants and financial support	
<p>Up to now there has been no formal over-arching strategy for culture and communities grants. The key purpose of using grants has been as a primary and effective means of achieving improved service delivery, or supporting delivery that the Council does not do itself. Grant allocations have been managed by each Service to support their service strategy and in accordance with criteria defined for each grant programme or terms agreed with the funded organisation. These have included specific equality criteria or objectives related to delivery</p>	

Equality Impact Assessment

for particular groups and equality monitoring is part of the application form.

In 2011/12 CCBS applied an 8% budget reduction across its services including its grant programmes and the financial support it provides to a number of regularly funded organisations. Discussions were opened at the earliest opportunity with the funded organisations to warn them of the likelihood and the anticipated level of the reduction to their funding for 2011/12. Due to the time constraints to achieve the efficiency savings and to allow at least a 3 month warning to the organisations, it was decided that the fairest and most equitable approach at that time was to apply the 8% reduction across the board, unless the savings could be found elsewhere within service budgets (these were also reduced by 8% in all cases).

A further 8% reduction is needed in 2012/13 from all Service budgets to include the grant programmes and grants to the regularly funded organisations. Achieving reduction target means that the current CCBS funding arrangements will be unsustainable in the longer-term. Therefore it was decided in July 2011 to undertake a full review of the financial support and grant funding programme.

The consultation process

CCBS has carried out a consultation with the regularly funded organisations on options to achieve the savings, setting out alternatives to applying another 8% reduction for everyone in 2012/13. The consultation took place between July and October 2011. All the organisations that received funding from the CCBS grant programme in 2011/2012 were contacted directly by letter, and through direct dialogue with the officers who manage the current grant fund streams.

Informed by the consultation feedback, officer knowledge, corporate and departmental objectives and the continued financial constraints, proposals are now being put forward to the Executive Member for Culture and Recreation for a strategy for future funding that will;

1. restructure the CCBS grant funding streams – to annual/one-off and 3 year funding arrangements reviewed annually
2. award funding in future through the application of criteria that support specific corporate and departmental objectives
3. open the applications for financial support to a wider range of groups and organisations

The review has also been informed by the Review Panel of the Culture, Community & Rural Affairs Select Committee specifically to challenge and assess;

1. the potential impact of the reductions for the organisations affected and through continued officer dialogue with the regularly funded organisations to get a better understanding of the resilience of the organisations to inform final decisions
2. to develop options for making the reductions in funding in 2012/13 and inform the proposals for the formal 3 month consultation.
3. to agree the specific proposals to be put forward for Executive Member approval in the light of the feedback of views expressed in the consultation
4. to understand and consider any positive or negative equality impacts of the specific proposals

Equality Impact Assessment

Describe main purpose of Initiative, Policy, Project

The options proposed in consultation

The options for 2012/13 funding were;

1. apply 8% reduction across all funding streams and organisations
2. apply an overarching set of criteria when deciding which organisations the department should continue to support. Equal access and the advancement of equality are to be included in these criteria.

The consultation paper expressed and invited views on the issues in relation to the future of Council funding support to local organisations beyond 2012/13. Some criteria were proposed in the consultation and organisations were invited to comment on these as well as to propose different criteria. Equal access and the advancement of equality will be an essential part of the final criteria.

What are the main activities?

The main elements of the process to manage the reduction in the amount of money the department has to support organisations in the form of grant funding are;

1. A review within the CCBS department of the grant programmes currently run and the reasons why we support the regularly funded organisations. This was to assess the overall scope and potential impact of reductions and to identify the issues and the risks for the culture and sport infrastructure and community organisations. Workshops have been held with lead officers for each programme and a panel of senior managers and Councillors to offer challenge and scrutiny.
2. Informal dialogue with the regularly funded organisations to ascertain the impact on their organisation of funding changes. This took into account not only funding received from the County Council but also their other sources of income in order to establish a better understanding of the resilience of the organisation.
3. As a result of these processes, to develop options for making the reductions in funding in 2012/13 and begin a formal 3 month consultation period with the organisations. A Consultation paper and covering letter to the individual organisations was drafted and Executive Member approval sought to consult on this basis. A full broad public consultation was considered but it was decided that the consultation was more critical with the organisations that already receive funding, with additional challenge provided by the Select Committee.
4. Following the consultation phase, the responses have been considered and specific proposals for the funding of each organisation in 2012/13 will be put forward for Executive Member approval in January 2012. Organisations will be given 3 months notice of changes that will come into effect from April 2012 or April 2013. A summary of the responses has been fed back to the organisations involved in the consultation.
5. It is intended to further consult on a future Funding Strategy in early 2012 which will be subject to further EIA at that stage.

Equality Impact Assessment

Who is intended to benefit?

The proposed changes are intended to have a positive impact and advance equality by;

- creating a more open and transparent funding programme with criteria that direct financial support to groups and organisations that are able to deliver against defined objectives
- providing a grant programme that has a greater focus on local community priorities and disadvantage
- supporting the future sustainability of key cultural and community infrastructure
- providing increased value for money from diminishing resources
- encouraging and supporting new ways of working more closely with the voluntary and community sector organisations

What do you know about the breakdown of people who use your services compared to the community profile?

Age, Disabled People, Faith, Gender, Transgender, Race, LGBT, Low or no income, People disadvantaged by background or other factors

Monitoring data is collected as part of the grants application process about the organisation applying for funding and the people its activities support in the community.

The grant funding currently supports a large number and range of cultural, sports and community organisations across Hampshire. The people using, attending or participating include the Hampshire population and visitors and people living outside Hampshire.

Will some people be unable to use or benefit from this service?

What are the possible negative impacts?

A number of organisations that have received year-on-year funding will no longer receive financial support from CCBS as they are not considered to be priorities for the future. The reasons for reduction or withdrawal of funding are included in the Executive Member Decision Reports of 20th January 2012. Equality considerations have played a key part in these decisions.

Some organisations will face a reduction or receive transitional funding for one year only.

How could the initiative improve equality of access?

What are the potential positive impacts?

As a result of the Corporate Grants review additional equality monitoring data will be collected in future. This will include supplementary equality issues to provide better data analysis of which groups are benefiting from and accessing the grants. The information will be used to inform the development of criteria for future schemes.

Equality Impact Assessment

Funding will respond to critical outcomes and needs of the community and people instead of being primarily service delivery based. It will be directed to support corporate priorities (Open for Business Plan) and CCBS Vision and service objectives including disadvantage and equality issues in future, in particular the proposed Centres of Community Action and the Cultural and Community Inclusion Programme.

All the grant fund streams will be open to all for applications from 2013/14 instead of a large percentage of the total fund being committed year-on-year to the same organisations. The Council will review the way in which organisations are made aware of the grant scheme and how they are offered support to submit applications.

There is a greater community focus in the revised structure of the grants programme to support cultural activity and community action focused on local community priorities, disadvantage and inclusion.

Equality impacts have been considered as part of the review, consultation and decision-making and on balance the proposals should improve equality outcomes whilst securing the required savings in 2012/13 and in future years. Actions have already been identified to mitigate the impacts of change and these are summarised below.

Have you identified that any groups are disadvantaged and is this likely to be unlawful? No

This relates purely to any potential breach of legislation

Further action (please specify – actions to mitigate any identified negative impacts)					
Impact identified	Actions to be taken	Responsibility	Timescale	Expected Outcomes	Review date
Decisions to disinvest in some organisations and reduce funding to others may destabilise or threaten their sustainability	Transitional and change funding will be provided to those facing reductions and disinvestment as agreed by Executive Member in line with Panel and officer recommendations	Lead grant officer for affected organisations.	EM Decision Jan 2012	Disinvestment supported in 2012/13	December 2012

Equality Impact Assessment

<p>A positive impact is that the funding programme may be available to other organisations who were not previously receiving funding or aware of it</p>	<p>The remodelled grant programme and prospectus of priorities to be launched and publicised widely during 2012/13 to the community to attract new applicants. The new programme to be rigorously checked for accessibility and promoted through the Council's community outreach resources.</p>	<p>Nicola Horsey</p>	<p>During 2012/13 for 2013/14 fund applications.</p>	<p>New applicants for funds to the 2013/14 programme</p>	<p>Monitor applications to the 2013/14 fund</p>
<p>Ensuring that equality issues and equality monitoring data inform the criteria of the grants programmes</p>	<p>The specification for future grant programmes to consider corporate equality objectives and target resources accordingly. The criteria and future decisions about funding to embody positive action to ensure inclusion of all the protected characteristics and other excluded or disadvantaged groups</p>	<p>Nicola Horsey</p>	<p>Criteria for 2013/14 to be agreed by April 2013.</p>	<p>Programmes support positive action specifically for excluded and disadvantaged groups</p>	<p>Monitor applications to the 2013/14 fund</p>

Agreed by: Helen Wheeler, Neil Cole and Nick Coe

Date of completion of this Impact Assessment: Revised – December 2011

Summary published on web: Yes

Date published: 13th January 2012

The following groups should be considered in progressing the mitigating actions above:

Age : *Children, young people, young parents, older or retired people*

Equality Impact Assessment

Disabled People : *Mobility, sight, hearing, speech & language disability or difficulty, mental health/distress*

Faith : *Communities or individuals with different religions or beliefs*

Gender : *Women, Men, boys, girls, carers (of children, disabled or older people)*

Transgender : *(those who have changed gender or are in the process of change)*

Race : *Black and minority ethnic individuals and communities, gypsies and travellers, migrant workers*

Gay, Lesbian, Bisexual

Low or no Income

People disadvantaged by background or other factors: *Includes-, where they live, socio-economic status, location(rural/urban), educational achievement*