

Winchester City Council

## Equality Impact Assessment

### Section 1 - Data Checklist

When undertaking your Equality Impact Assessment for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	The core grant review and proposals for next round were outlined at the HEP Committee on 30 <sup>th</sup> September. Existing grant holders were notified in advance and had opportunity to listen and participation. No complaints were received
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Officers within the communities team have been involved in the review of the Strategic and Priority Outcomes Funds. Updates are discussed in team meetings
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	Discussions have taken place with <ul style="list-style-type: none"> <li>- officers from Housing, Sustainability, Health Improvement and Economy</li> <li>- Community First</li> <li>- Other local authorities</li> <li>- Cabinet Member for Communities and Wellbeing</li> </ul>
4	Do you have any concerns regarding the implementation of this policy or project?  <i>(i.e. Have you completed a self-assessment and</i>	No	A clear timeline for implementation has been established. The staffing resources required to manage the proposed updated Strategic and Priority Outcomes Funds will come from existing staff resources and will remain unchanged from

	<i>action plan for the implementation of your policy or project?)</i>		the current requirement
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	We have looked at various data sources and the council plan to come up with suggested outcomes for the funds. Applicants are still able to suggest their own outcomes in line with our priorities.
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	The proposal is to continue with another 3 year round of core funding through the Strategic and Priority Outcomes Funds, with a refreshed set of principles and criteria to ensure they remain relevant to current council priorities and reflect the latest and emerging Winchester district needs
7	Are there any other issues that you think will be relevant?	No	

## Section 2 - Your Equality Impact Assessment form

<b>Directorate:</b>	<b>Your Service Area:</b> Communities and Wellbeing	<b>Team:</b> Community Grants	<b>Officer responsible for this assessment:</b> Jane Chuhan	<b>Date of assessment:</b> 20 October 2021
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	Strategic and Priority Outcomes Funds
2	Is this a new or existing policy?	Existing
3	Briefly describe the aim and purpose of this work.	<p>The Strategic Fund: a direct award for those that hold a unique position in the market and deliver support to the community that the council values as sole providers of these services.</p> <p>The Priority Outcomes Fund: a competitive award for those who provide a range of important services to diverse groups within communities across the District, but are not sole providers, and who contribute to the priority outcomes of the Council Plan.</p>
4	What are the associated objectives of this work?	<ol style="list-style-type: none"> <li>1. Continuation of high quality services that meet local needs and which, if not provided, would be a significant cost to the council, society, communities and individuals.</li> <li>2. Extends the statutory services the council provides</li> <li>3. Proactive (rather than reactive) direction of where</li> </ol>

		<p>investment should be focused.</p> <ol style="list-style-type: none"> <li>4. Enhanced reputation and increased recognition for the council's investment.</li> <li>5. Capture of social value and impact at a strategic level.</li> <li>6. To achieve outcomes for the district in line with identified funding priorities and outcomes.</li> </ol>
5	Who is intended to benefit from this work and in what way?	Increased access to support and services for the most vulnerable residents across the district
6	What are the outcomes sought from this work?	A set of funding priorities and outcomes has been developed as part of the project in line with the latest Council Plan (attached)
7	What factors/forces could contribute or detract from the outcomes?	<p>Loss of resource</p> <p>Change in Council Plan priorities</p> <p>Change in administration</p>
8	Who are the key individuals and organisations responsible for the implementation of this work?	Community Grants Team
9	Who implements the policy or project and who or what is responsible for it?	Communities and Wellbeing Team, Corporate Head of Economy and Community has delegated authority for programme, Cabinet Member for Communities and Wellbeing, Winchester Town Forum informal grants panel.

		Please select your answer in <b>bold</b> . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	<b>N</b>	
10b	What existing evidence (either presumed or otherwise) do you have for this?	No funding outcomes are based on race. There is nothing in our fund criteria which excludes those with protected characteristics		

11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	<b>N</b>	
11b	What existing evidence (either presumed or otherwise) do you have for this?	Some funding outcomes include projects which <i>positively</i> target females. There is nothing in our fund criteria which excludes those with protected characteristics		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>(you may wish to consider:</i></p> <ul style="list-style-type: none"> <li>• <i>Physical access</i></li> <li>• <i>Format of information</i></li> <li>• <i>Time of interview or consultation event</i></li> <li>• <i>Personal assistance</i></li> <li>• <i>Interpreter</i></li> <li>• <i>Induction loop system</i></li> <li>• <i>Independent living equipment</i></li> <li>• <i>Content of interview)</i></li> </ul>	Y	<b>N</b>	
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Some funding outcomes include projects which <i>positively</i> target support of those with a disability.</p> <p>Access to information on the grants scheme is made in a variety of formats to ensure accessibility. Council meetings are open with opportunity for public representation.</p> <p>Flexigrant (grant application system) have provided advice on best practice for accessibility when designing application forms</p> <p>There is nothing in our fund criteria which excludes those with protected characteristics</p>		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	<b>N</b>	

13b	What existing evidence (either presumed or otherwise) do you have for this?	No funding outcomes are based on sexual orientation. There is nothing in our fund criteria which excludes those with protected characteristics		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?	Some funding outcomes include projects which <i>positively</i> target support of the elderly. There is nothing in our fund criteria which excludes those with protected characteristics		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	<b>N</b>	
15b	What existing evidence (either presumed or otherwise) do you have for this?	Grants are not available to deliver mission-based services		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	<b>N</b>	
16b	What existing evidence (either presumed or otherwise) do you have for this?	There is nothing in our fund criteria which excludes those with protected characteristics		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	<b>N</b>	
17b	What existing evidence (either presumed or otherwise) do you have for this?	No funding outcomes are based on marital status. There is nothing in our fund criteria which excludes those with protected characteristics		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	<b>N</b>	
18b	What existing evidence (either presumed or otherwise) do you have for this?	There is nothing in our fund criteria which excludes those with protected characteristics		

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	<b>N</b>	In addition, our grant terms listed in the grant criteria state that 'The City Council has a statutory duty to promote equality through all its services. By grant funding voluntary organisations, it is expected that these groups will also promote equality of opportunity for all sections of the community through the services they provide.'
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	.Not applicable		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	
Signed by lead officer	