

Scoping & Analysis

Name of the Service, Policy, or Strategy:	Corporate grant programme
Element(s) of the above being assessed.	<i>Proposal for a new corporate grant programme</i>
Date Screening undertaken:	<i>September 2018</i>
Screeners:	<i>Corporate Head of Engagement Funding and Development Officer Portfolio Holder for Business Partnerships</i>
File name and location:	<i>2018 2019 Grants Grant Review</i>
Question (See Advice Notes)	Answer
1. What is the main purpose of the Service, Strategy, Policy, Practice or Procedure?	<p>The Council has stated the need to review the current grant funding programme for the community and voluntary sector. This provides the opportunity to set a new framework for funding awards across the Council so that services are clear when and why monies are awarded to external bodies, the organisations have clarity and the processes are simplified to provide a unified approach. This will enable efficiencies, increased monitoring and reporting and the opportunity to ensure the Council is given the appropriate recognition and credit for the support it provides to its communities.</p> <p>The benefits being sought as a results of the review are:</p> <ul style="list-style-type: none"> a) Clarity on Council objectives and outcomes. b) Simplicity, transparency, fairness and equality.

	<ul style="list-style-type: none"> c) Proactive (rather than reactive) direction of where investment should be focused. d) Enhanced reputation and increased recognition for the Council’s investment. e) Capture of social value and impact at a strategic level. f) 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. g) Administration is efficient and resources deployed effectively
<p>2. List the main activities of the Service, Strategy, Policy, Practice or Procedure.</p>	<ul style="list-style-type: none"> 1.1 Reviewing the effectiveness of where the funding is allocated 1.2 Reviewing application processes and internal sign off procedures 1.3 Evaluating the needs of the district in order to make the grant programme more responsive and support those most in need 1.4 Increasing clarity, transparency and communication relating to the grant process

Using the table below identify who is affected by the Service, Strategy, Policy, Project, Practice or Procedure and decide if

- (1) they benefit from it or are disadvantaged or discriminated against by it,
- (2) it is promoting equality of opportunity or participation in public life, and
- (3) if it is promoting good relations with other groups.

Give brief reasons and the evidence for your decision.

N.B. You MUST have evidence or good reasons to justify your decision. Usually this will take the form of equality monitoring information on who uses a service or is affected by a policy. If you do not have monitoring information – or do, but don't analyse it – then it is unlikely that you can complete this stage now unless you can find other evidence or good reasons to support your judgement e.g. research or Equality Assessments undertaken by other agencies. Discuss this with the Equality Adviser and agree a way forward.

'+VE' = Positive impact '-VE' = negative impact 'N/A' = Not Applicable

Covering note:

The corporate grant process provides financial support for voluntary and community organisations who provide a wide range of services for their users. Organisations which apply for funding include – for example - arts, heritage and leisure providers which are open to everyone. They also include organisations which provide practical help for the most vulnerable residents of the Winchester District, such as those living with dementia or families living in chaotic circumstances. Because they are all very different in nature it is not possible to make direct comparisons about the relative value of the services that are best able to help deliver the outcomes of the Council Strategy for the District and the potential target outcomes we have identified through our community profiling exercise.

Considerations**Q. How reliable is the monitoring data for equalities reporting produced by the applicant organisations?**

The grant application form asks for information about any groups named under Equalities Law that the applicant organisation particularly seeks to work with. This is often not relevant because applicant organisations are 'open to all' and hesitate to ask people for equalities profiling information, or do not have the means/opportunity to do this.

Q What guidance and support would we provide to organisations applying for funding?

Clear guidance will be provided throughout the process, both for existing applicants and for new applicant organisations.

Community First have actively targeted groups representing minorities in the District, and it has been particularly active in the rural parts of the District where reach has traditionally been more difficult. Community First also provide online 'chat' support and webinars for those who are less able to travel and wish to access their services out of hours.

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
SEX (GENDER)	Women			✓	✓			✓			Some organisations do deliver targeted services for women and men but any impact is generally incidental to the wider, funded service.
	Men			✓	✓			✓			
AGE YOU MAY ALTER AGE RANGES IF APPROPRIATE	Over 80	✓			✓			✓			Taken together, the voluntary organisations serve all ages - either as service beneficiaries, or by providing jobs/volunteering opportunities.
	Over 60	✓			✓			✓			
	22-59	✓			✓			✓			
	16 to 21	✓			✓			✓			
	Under 16	✓			✓			✓			
RACE YOU MAY NEED MORE DETAIL HERE E.G. A SPECIFIC ETHNIC GROUP	White British People	✓			✓			✓			As a result of its demographic profile, Winchester's population tends to be white British and therefore the largest number of beneficiaries from the grants will tend to be white British.
	White European or Other White People			✓			✓			✓	The Council does not support any voluntary organisation that is not open to people from other racial backgrounds. All must have an equality policy in place in order to apply for funding. The existence of these organisations therefore promotes equality, inclusion and participation but not in a targeted way and the greatest impacts will
	Irish People			✓			✓			✓	
	Black or Black British People			✓			✓			✓	
	Asian or Asian			✓			✓			✓	

PROTECTED CHARACTERISTIC	SUB-GROUP	DISCRIMINATION & DISADVANTAGE			PROMOTING EQUALITY & PARTICIPATION			PROMOTING GOOD RELATIONS			REASONING & EVIDENCE
		+VE	-VE	N/A	YES	No	N/A	YES	NO	N/A	
	British People										therefore be among white British residents as above.
	Chinese or Chinese British People			✓			✓			✓	
	Mixed Race People			✓			✓			✓	As above
	Gypsies/Travellers			✓			✓			✓	
	People from other minority ethnic groups			✓			✓			✓	
DISABILITY & HEALTH YOU MAY NEED MORE DETAIL HERE E.G. TYPE OF SENSORY IMPAIRMENT	Physical Impairment			✓			✓			✓	The same as below
	Sensory Impairment			✓			✓			✓	
	Long-Term Health Problem	✓			✓			✓			The Council's grants programme supports voluntary organisations which provide services for people from these groups
	Mental Illness	✓			✓			✓			
	Learning Disability	✓			✓			✓			
SEXUAL ORIENTATION	Lesbians			✓			✓			✓	The Council's grant programme has not in recent years supported voluntary organistaions providing services for people from these groups because there have been no applications for funding
	Gay Men			✓			✓			✓	
	Bisexuals			✓			✓			✓	
RELIGION & BELIEF YOU MAY NEED	Faith Groups			✓			✓			✓	The Council's grants programme has not in recent years supported voluntary organistaions providing services for people from these
	Atheist, Agnostic			✓			✓			✓	

Now answer the following questions. The key findings should be included in any report to decision-makers and used to produce a short report on the Equality Assessment for publication. This should include any new equality information you have gathered and details of any consultations or other forms of engagement with individuals or groups of people with protected characteristics. N.B. It is a legal requirement to publish this information.

4. Have you identified any impact(s) on any group(s)?	<p>YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> <i>Summarise nature of any impact(s) – positive or negative - and what can be done to avoid or mitigate negative impacts.</i></p> <p>The new review has been designed to eliminate inconsistencies in the funding programme, to reduce bureaucracy, increase transparency and to bring clarity and equity to the process.</p> <p>However, officers believe from recent experience that a change to funding can trigger significant improvements to an organisation's business operation which will have a more positive long term impact for its service users than simply maintaining the status quo in the short term.</p>
5. Is the Service, Strategy, Policy, Project, Practice or Procedure promoting equality of opportunity and/or participation in public life for any group(s)?	<p>Not Applicable <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/></p> <p>The grants process is designed and implemented in a way that seeks to promote equality of opportunity.</p> <p>There is potentially more that could be done to target specifically groups that are currently under-represented</p>
6. Can it be improved to do so?	<p>YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> <i>Explain</i></p> <p>Yes. Working with our commissioned voluntary sector support agency, Community First, we can target new groups, offer dedicated training to support grant applications,</p>

7. Is the Service, Strategy, Policy, Project, Practice or Procedure promoting good relations for any group(s)?	<p>Not Applicable [] YES [<input checked="" type="checkbox"/>] NO []</p> <p>Yes, the programme supports organisations that work with a number of the groups – e.g. vulnerable young people; people with learning difficulties; older people; those in financial distress etc.</p>
8. Have you gathered any new equality information during this assessment?	<p>YES [] NO [<input checked="" type="checkbox"/>]</p> <p>Simple statistics have been collated with regards to the profiling of our communities and their needs.</p>
9. Have you undertaken any consultation/engagement work during this assessment?	<p><input checked="" type="checkbox"/> YES [<input checked="" type="checkbox"/>] NO []</p> <p>Consultation has not taken place with regard to this assessment, however the review process did engage with the following:</p> <ul style="list-style-type: none"> Member observers Senior Officers Grant recipients Core funded organisations Parish Councils City Councillors

Reviewed and validated by Jamie Cann, Head of Human Resources (Interim) 28 September 2018