

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

Name of policy/ decision to be assessed:

Voluntary Welfare Grant 2018-19

1. What is the main purpose of the policy/ options report?

By delivering grants to the voluntary and community sector, the Council meets its objectives to provide ongoing support to voluntary and community groups that assist the Council in meeting its strategic objectives.

2. What main areas or activities does it cover?

- A funding panel meets to review performance of the revenue groups during 2018-19
- Proposed performance targets are negotiated with the revenue groups
- Revenue groups agree targets
- Groups are allocated revenue grants

The funding decision is based on how well the projects meet the Council's priorities benefiting Colchester residents with the following criteria:

- Increase volunteering across the Borough
- Helping people improve their skills for work or life
- Preventing isolation and/or loneliness
- Enabling people or groups to do more for themselves in their communities
- Helping the most vulnerable people in our society to improve their quality of life and opportunities.

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

This EqIA covers the revised process for voluntary welfare funding as detailed in (2) above.

4. Who are the main audience, users or customers who will be affected by the policy?

- The groups awarded funding
- The users of their services
- Residents of Colchester borough.

5. What outcomes do you want to achieve from the policy?

We want to help achieve the Council's strategic priorities.

6. Are other service areas or partner agencies involved in delivery? If so, please give details below:

The final recipients of voluntary welfare funding will be involved in delivery.

7. Are you aware of any relevant information, data, surveys or consultations¹ which help us to assess the likely or actual impact of the policy upon customers or staff?

The decision on changes to the voluntary welfare funding process was made following feedback from partner organisations including those previously in receipt of grant funding. Feedback was provided via email and during meetings during the period 2016-17.

8. The 'general duty' states that we must have "due regard" to the need to:

- (a) eliminate unlawful discrimination, harassment and victimisation
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not³

¹Click on [surveys or consultations](#) for more information. The Council's surveys and consultations include 'equality monitoring information' to help us identify any particular concerns or views expressed by any particular group or 'protected characteristic'. It can also help us to assess how representative of our customers the respondent group is. Local Data on the Protected Characteristics is available [on this page](#) of the Hub.

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

³ This involves having due regard, in particular, to the need to: (a) remove or minimise disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(c) foster good relations between people who share a protected characteristic and those who do not⁴

Not all policies help us to meet the 'general duty', but most do.

Where applicable, explain how this policy helps us to meet the 'general duty':

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

Grant allocation helps individual recipient organisations to eliminate discrimination and harassment for specific 'protected characteristic' groups including, for example, women and older people.

The policy helps us to 'advance equality of opportunity...' in the following way(s):

Grant allocation helps individual recipient organisations to advance equality of opportunity for specific 'protected characteristic' groups.

The policy helps us to 'foster good relations...' in the following way(s):

Grant allocation helps individual recipient organisations to advance understanding and tackle prejudice for specific 'protected characteristic' groups.

9. This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the 'protected characteristics'.

Remember to include reference to any relevant consultation, data or information.

- Increase volunteering across the Borough
- Helping people improve their skills for work or life
- Preventing isolation and/or loneliness
- Enabling people or groups to do more for themselves in their communities
- Helping the most vulnerable people in our society to improve their quality of life and opportunities.

⁴ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)	X	The criteria for grant allocation includes 'preventing isolation and/or loneliness' which may particularly benefit affect this group. <i>Age Concern Colchester will be funded for 2018-19 which is likely to benefit this group.</i>		None identified
	Younger people (17-25) and children (0-16)	X	The criteria for grant allocation includes 'helping people improve their skills for work or life' which may particularly benefit this group. <i>The Youth Enquiry Service will be funded for 2018-19 which is likely to benefit this group.</i>		None identified
Disability	Physical	X	The criteria for grant allocation may particularly benefit this group. It includes: <ul style="list-style-type: none"> • Enabling people or groups to do more for themselves in their communities • Helping the most vulnerable people in our society to improve their quality of life and opportunities. 		None identified
	Sensory		As above		None identified
	Learning		As above		None identified
	Mental health issues		As above		None identified

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Other – <i>specify</i>				
Ethnicity ⁵	White		No disproportionate benefit has been identified for this group.		None identified
	Black		As above		None identified
	Chinese		As above		None identified
	Mixed Ethnic Origin		As above		None identified
	Gypsies/ Travellers		As above		None identified
	Other – <i>please state</i>				
Language	English not first language	X	The criteria for grant allocation may particularly benefit this group. It includes: <ul style="list-style-type: none"> • Helping people improve their skills for work or life • Preventing isolation and/or loneliness 		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		No disproportionate benefit has been identified for this group. <i>Colchester and Tendring Women's Refuge will be funded for 2018-19 which is likely to benefit this group.</i>		None identified
Religion or Belief	People with a religious belief (or none)		No disproportionate benefit has been identified for this group.		None identified
Sex	Men		No disproportionate benefit has been identified for this group.		None identified

⁵ National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Women	X	<p>The criteria for grant allocation may particularly benefit this group. It includes:</p> <ul style="list-style-type: none"> Helping the most vulnerable people in our society to improve their quality of life and opportunities. <p><i>Colchester and Tendring Women's Refuge will be funded for 2018-19 which is likely to benefit this group.</i></p>		None identified
Gender Reassignment ⁶	Transgender/ Transsexual	X	<p>The criteria for grant allocation may particularly benefit this group. It includes:</p> <ul style="list-style-type: none"> Helping the most vulnerable people in our society to improve their quality of life and opportunities. 		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		No disproportionate benefit has been identified for this group.		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		No disproportionate benefit has been identified for this group.		None identified

⁶ The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to. NB: It is generally held that transgender people disguise their features or clothing to resemble their preferred sex, whereas transsexual people wish to change their body to completely resemble their preferred sex.

10. If you have identified any negative impacts (above) how can they be minimised or removed?

(This is a key section: Please deal with each negative impact noted above in turn.)

It is not believed that the decision on the allocation of the grant for 2018-19 is likely to negatively impact upon any specific protected characteristic group(s).

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸? No

(Please read the footnotes below before completing this section.)

Summary and findings of Initial Equality Impact Assessment

12. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No negative impacts have been identified X	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed <input type="checkbox"/>	Sign off screening and finish.
Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

13. Name and job title of person completing this form:

⁷ The Council has a general duty to 'eliminate unlawful discrimination, harassment and victimisation'. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic'.

⁸ If you answer 'yes' to question 11 (above) you will need to complete this section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

- Fay Mathers and Andrew Harley

14. Date of completion:

- December 2017

15. Date for update or review of this screening:

- 2020 or earlier if the criteria or process is reviewed.