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Equality Impact Assessment and Consultation

Introductory Information

Reference number
943

Budget/project proposal name
Voluntary Sector Grant Aid Strategy 2017-2020

Entered on Q Tier
 Yes No

Budget/project proposal status
Project

Years
12/13 13/14 14/15 15/16 16/17 17/18 18/19 19/20 20/21 21/22

EIA date
19/07/2016

EIA lead
Simon.Richards@sheffield.gov.uk

EIA contact
Liz.Tooke@sheffield.gov.uk

Lead corporate plan priority
Tackling Inequalities

Portfolio, Service and Team

Cross portfolio
 Yes No

Communities
 Yes No

Service
Community Services

Team
Voluntary Sector Development & Relationships

CYPF
 Yes No

Place
 Yes No

Resources
 Yes No

PPC
 Yes No

Health (including Director of Public Health)

Yes No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

New three-year grant funding strategy for Sheffield's voluntary, community and faith (VCF) sector from the Council's corporate grant aid budget for the period 1st April 2017 to 31st March 2020. The strategy will replace the current corporate grant aid arrangements which operate an annual cycle of grant awards. Eight organisations will be invited to apply and new open pots available for currently funded and not funded groups to apply for. This open invite pot is not going to be large enough to fund all the current organisations and any new ones. Therefore priorities and assessment will have to be used to allocate the money meaning that some organisations will miss out. Where a currently funded organisation receives less money than an impact assessment will be carried out at the point of application / award.

It is proposed that Grant Aid will offer four distinct funding streams made up of three separate grant funds;

1. The Infrastructure Fund,
2. The Tackling Inequalities and Better Health & Wellbeing Fund and the Lunch Club Fund
3. A cluster of individual grants called Core Service Grants.

There will also be two additional grant funds from other Council service budgets that complement what is being delivered by Grant Aid; the Equality Hub Fund and the BME Elders Fund that will run in parallel. The new funding streams aim to strike a balance between providing an ongoing commitment to key services provided by the local VCF and providing wider access to grant opportunities through an advertised competitive grant process.

Some of the proposals presented to Cabinet involve the taking of action to assist persons sharing 'protected characteristics' within the meaning of the 2010 Act to overcome or minimise disadvantage or otherwise meet their needs. This is permitted by Section 158 of the 2010 Act.

Specialist Provision

Proposal impacts on or relates to specialist provision

Yes No

Poverty (Financial Inclusion)

Proposal has an impact on poverty or financial inclusion

Yes No

Customer impact

Positive

Level

Medium/High

Summary of impact

The majority of the grant aid budget will be spent on supporting Sheffield Citizen's Advice who provide a significant amount of advice on financial entitlements and debt. Also, of the other 8 organisations to be invited to apply for a core service grant they support people out of poverty by providing shelter, access to home goods, language teaching, advocacy, opportunities to develop skills. In addition the open fund of Tackling Inequalities will most likely support anti-poverty activity.

Supporting evidence

For SCALC specifically most people they help live in the poorest parts of the city and 38% have a disability or long-term health condition and 36% are from a BME community; both of these groups are more likely to experience poverty. The monitoring information from the organisations to be invited for a core service grant show that in the last year 40% were from a BME background and 35% had a disability (some stats missing so final total could be higher.)

All grants will include diversity monitoring and organisations supported to use this data for service development and improvement.

Action plan bring drawn up

Yes No

After mitigation, there a residual medium/high impact

Yes No

Health

Proposal has significant impact on health and well-being (including effects on the wider determinants of health)

Yes No

Customer impact

Positive

Level

None/Low

Summary of impact

Out of the wider determinants of health the organisations invited for core service grants and older people's lunch clubs particularly contribute to supporting social capital, education and engagement that helps people have more control in their lives.

Supporting evidence

The volunteering opportunities provided through the current grant regime are approximately 420 for grant funded orgs and 619 for lunch clubs. These opportunities benefit beneficiaries and the volunteers alike by finding purpose and new friends, therefore building social capital. Organisations with advocacy functions and language support empower people to have more control and influence in their lives (case studies available). And older people's lunch clubs provide nutritious food alongside the opportunity to meet people.

All grants will include diversity monitoring and organisations supported to use this data for service development and improvement. As well as case studies and evidence of the impact of the service / project on people's health and wellbeing.

Action plan bring drawn up

Yes No

Comprehensive health impact assessment being completed

Yes No

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health lead

Select...

Age

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

Medium/High

Details on impact

Of the beneficiaries of the organisations to be invited for a Core Service Grant 17% were over 60. Of the 55 lunch clubs supported by this fund in the city all of these are aimed at older people.

Supporting evidence

According to the 2011 census 15.5% (85,698) of the Sheffield population are over 65. Therefore there needs to be activity in communities targeted at this group. Lunch Clubs are part of that picture and the proposed support for Lunch Club development should help to ensure that more older people can be attracted to and benefit from the opportunity to socialise in their community.

Over all the beneficiaries at the moment represent a higher than city average of older people. (Note: the fund does not support activities for children and young people.)

All grant recipients will be asked to monitor service use, evidence positive impact on beneficiaries, provide a diversity profile of their service users and report how they manage their user consultation and involvement.

Action plan

Yes No

Disability

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

Medium/High

Details on impact

Sheffield Citizen's Advice currently work with 38% of people who report a disability of the other organisations invited to apply for a grant 34.6% of their beneficiaries have a disability.

The proposal to use money for a city centre mobility scheme to commission a service and attract match funding represents more investment in a city centre mobility scheme and should therefore reach more people. This will be monitored in the contract.

All grant recipients will be asked to monitor service use, evidence positive impact on beneficiaries, provide a diversity profile of their service users and report how they manage their user consultation and involvement.

Supporting evidence

In the 2011 census 19% of the Sheffield population reported to have a disability or long-term condition. Therefore the grant aid proposals should benefit a higher than city figure of disabled people.

The recommendation to transfer current Grant Aid investment of £14,000 into Shopmobility Sheffield to City Centre Management, in order for them to commission a new mobility scheme for the city centre means a continued support for adults with limited mobility who are unable to get out and about to engage in activities and services.

Action plan

Yes No

Pregnancy/maternity

Staffing

Yes No

Customers

Yes No

Race
Staffing <input type="radio"/> Yes <input checked="" type="radio"/> No
Customers <input checked="" type="radio"/> Yes <input type="radio"/> No
Impact Positive
Level Medium/High
Details on impact Of the organisations prioritised for an invitation core service grant over 40% of beneficiaries are people from BME backgrounds. The current arrangements also support BME led organisations and new applications will consider diversity. The Equality & Fairness grants include specific support to develop the Race Equality hub to increase voice & influence of BME groups in the city. Proposals are that running alongside the Lunch Club Fund will be the BME Older People's Fund. This fund is for existing or new projects that help to deliver the People Keeping Well outcomes for BME Older People. Past experience indicates that Lunch Clubs have not always worked for all BME communities and this fund is to give BME VCF organisations that chance to try different activities that will still reduce loneliness and isolation and help people to make new friends and connections. All grant recipients will be asked to monitor service use, evidence positive impact on beneficiaries, provide a diversity profile of their service users and report how they manage their user consultation and involvement.
Supporting evidence The latest complete figures for the current Voluntary Sector Grants Fund show that 27% of volunteers are from a BME background, 17% of staff and 22% of management committees. The city's BME population is 19%. Therefore, the fund is reaching a suitable level of BME people but there is still room for improvement and new applications will have to be assessed for impact.
Action plan <input type="radio"/> Yes <input checked="" type="radio"/> No
Religion/belief
Staffing <input type="radio"/> Yes <input checked="" type="radio"/> No
Customers <input checked="" type="radio"/> Yes <input type="radio"/> No
Impact Positive
Level None/Low
Details on impact The needs of faith groups to build capacity and capcility can be addressed through accessing infrastructure support provided by the Infrastructure Fund. Most lunch clubs are run by faith organisations or have a link to a faith organisation. The Equality & Fairness grants include specific support to develop the Religion, Belief and non-Belief hub to increase voice & influence of BME groups in the city.
Supporting evidence

<https://myteam.sheffield.gov.uk/BusPlan/Lists/EIA/Item/Display/5.aspx?List=67d0a1ce%2D3c83%2D433c%2D28c80%2D537b540dd762&ID=9438>Source... 5/10

Running alongside the Lunch Club Fund will be the BME Older People's Fund. This fund is for existing or new projects that help to deliver the People Keeping Well outcomes for BME Older People. Past experience indicates that Lunch Clubs have not always worked for all BME communities and this fund is to give BME VCF organisations that chance to try different activities that will still reduce loneliness and isolation and help people to make new friends and connections

Action plan

Yes No

Sex

Staffing

Yes No

Customers

Yes No

Impact

Neutral

Level

None/Low

Details on impact

Of the organisations invited for a core service grant 51% of beneficiaries are women. Approximately 72% of lunch club beneficiaries are women. One organisation proposed for a core service grant exclusively supports Asian Women and another that promotes and delivers language learning has 81% of beneficiaries that are women.

Beneficiaries from the proposed Core Service Grants also includes homeless people and street drinkers - men are usually over-represented in these groups.

All grant recipients will be asked to monitor service use, evidence positive impact on beneficiaries, provide a diversity profile of their service users and report how they manage their user consultation and involvement.

Supporting evidence

The demographics of people reached are reflective of city population and needs.

Action plan

Yes No

Sexual Orientation

Staffing

Yes No

Customers

Yes No

Impact

Neutral

Level

Details on impact

The currently funded organisations tend not to collect LGBT information as part of their equalities monitoring, also case studies show that LGBT people can benefit from the services offered. Organisations from 2017/18 will be further encouraged to collect this information and asked if there are any barrier to asking for the information that the council could support them in overcoming.

Supporting evidence

Action plan

 Yes No**Transgender**

Staffing

 Yes No

Customers

 Yes No

Impact

Neutral

Level

Details on impact

The currently funded organisations tend not to collect LGBT Transgender information as part of their equalities monitoring, also case studies show that LGBT people can benefit from the services offered in 2015/16 only one organisation recorded working with a transgender individual. Organisations from 2017/18 will be further encouraged to collect this information and asked if there are any barrier to asking for the information that the council could support them in overcoming.

Supporting evidence

Action plan

 Yes No**Carers**

Staffing

 Yes No

Customers

 Yes No

Impact

Neutral

Level

Details on impact

The funds targetted at older people can help to support carers by giving older people the chance to socialise in a safe environment outside of the home. Also Sheffield Citizens Advice offer advice on work place rights relating to caring responsibilities.

Supporting evidence

Action plan

 Yes No**Voluntary/Community & Faith Sectors**

Staffing
 Yes No

Customers
 Yes No

Impact
 Positive

Level
 None/Low

Details on impact
 The level of funding is being maintained to the sector at a time of wider public sector cuts. A city-wide fund is being maintained to complement the local level Ward Pot budgets and awards will be of medium-size to balance other smaller pots and larger pots such as the Big Lottery.

Supporting evidence

Action plan
 Yes No

Cohesion

Customers
 Yes No

Impact
 Neutral

Level
 None/Low

Details on impact
 A proposal to cabinet report is to take £30,000 out of the grant aid budget and transfer it to a budget to be used for cohesion activity (in consultation with the city's cohesion advisory group). Also, lunch clubs and the organisations invited to apply for grants will be asked about any cohesion opportunities in their work or any risk that could be cohesion undermining in a community.

Supporting evidence
 Currently the Cohesion Advisory Group does not have a budget but often identifies community based interventions that could support cohesion building activity. The availability of £30,000 to use for grants or commissions can support these opportunities.

Action plan
 Yes No

Action and mitigation
 Designing the new application and monitoring process will include identifying and measuring the effectiveness of cohesion building opportunities where possible.

Partners

Customers
 Yes No

Armed Forces

Staffing
 Yes No

Customers

Yes No

Other/Additional

Staffing

Yes No

Customers

Yes No

Supporting Documentation

Grant Aid consultation 2014.doc
2016 Consultation Write Up.docx
final citizens space consultation response analysis.xls
Additional BIA 943 Information.docx

Summary of Impact

Overall summary of possible impact

Overall the impact of the proposals will be positive. However, new applications will have to be assessed for impact when they are submitted. Due to the size of the open application pot not all currently funded organisations will continue to be funded beyond their current agreements to 31/3/2017.

Proposal has geographical impact across Sheffield

Yes No

Which local partnership area will be impacted

All Partnership Areas

Proposal has a cumulative impact

Yes No

Summary of evidence

Review

Review date

31/05/2018

Risk rating

Low

Decision Type

Type of decision

Executive Decision (Cabinet)

Lead cabinet member

Scott Jack (LAB-CLLR)

Staff

Staff who may be affected by these proposals are aware

Yes No

Consultation

Consultation required

Yes No

Consultation start date
25/07/2016

Consultation end date
05/09/2016

Details of consultation
Consultation from 2014 was used to develop the proposals consulted on in 2016. Proposals shared with VCF networks and feedback gathered via online survey and in-person consultation event. Summary of the 2014 and 2016 consultations are attached.

Manager and Approval

Lead officer
Shilkoff Alexandra

EIA approved
 Yes No

EIA escalated due to significant poverty impact and sign-off agreed
 Yes No

Form complete

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