

APPENDIX 5 - EQUALITY IMPACT ASSESSMENTS

VCS Grants 2019-23

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COMMUNITIES & ENVIRONMENT

Community Centres

In regard to ensuring there is *equality of distribution, (across the borough)* recommendations for funding went to 11 community centres. All centres have been established in the borough and are spread out across the geography of the borough. Their reach therefore, is very wide. However, it is notable that there is no funded community centre in the Thamesmead and though the Abbey Wood centre may reach there, it could present a gap in geographical coverage.

We need to ensure there is equality of need, and where this is. Wards in the borough have varying levels of deprivation. This is captured in the Index of Multiple Deprivation 2015 (Indices of Deprivation Summary 2015-RBG Summary WEB edit). We took the Index into consideration when considering the recommended funding amount for the community centres within that ward. The wards noted within the highest levels of deprivation include Woolwich Common, Woolwich Dockyard, Abbey Wood, Glyndon. We attempted to keep the level of cuts as low as possible given the 26% reduction the funding pot had to sustain. This was not always possible for all the wards, again, due to the reduced pot. The reduced pot leading to smaller offers, could impact on the services that can be offered, and may well be felt in the wards with higher levels of deprivation. This is a gap that has to be closely monitored.

In promoting the equality of vulnerability and Protected Characteristics, it is expected that Community Centres should have as wide a reach in the community as possible, embracing persons with Protected Characteristics and other vulnerable people. The assessment shows that some community centres have wider reaches to different social groups. Across the geographical range of community centres, reaches include: older persons (strong focus across centres), children, persons with disabilities, migrants, persons who have mental health issues, person who are on low income. There is a commitment from the Centres to extend their reach and embrace more persons who are vulnerable and those who are within the Protected Characteristics. Work is taking place in many areas, and there will be a need to support the community centres to close the gap in terms of extending their reach further to groups such as persons with disabilities, continued reach to wider BAME groups, especially those with disabilities, person from the LGBT community, more work with younger people, Pregnancy and Maternity.

In creating a climate of equality in opportunity, such as partnerships etc, community centres applied primarily as standalone organisations, however it was good to note that 2 centres (Clockhouse and New Charlton Community Centre) are in talks to develop a formal partnership. This would strengthen their resources to deliver in an area of high deprivation. The Federation of Community Centres will need to play a bigger role in 'unifying' the sharing of resources and helping its members reach further, through economies scale where

possible e.g. in purchasing. There is already some good work of collaboration amongst some of the centres (e.g. signposting customers to other centres) and we will support this to be maximised.

The reduction in the overall pot meant that we could not support bids that could build on community centres. We would look to work with these groups to develop links with community centres outside of this process and work with our Infrastructure organisation to search for funding opportunities.

Information and Advice Services

These services form a vital network of advice and support to some of the most vulnerable residents in the borough and as such any reduction in funding has to be carefully considered in terms of disproportionate impact. As such throughout the assessment and evaluation process efforts have been taken to assess the impact of existing work and whether it meets current and new needs of those with protected characteristics.

Each of the organisations recommended for funding operates across the borough and in the case of Greenwich CAB offer outreach facilities in a range of locations to improve accessibility for vulnerable residents. Successful applicants also demonstrated how their work reaches some of the most economically disadvantaged residents and in the context of Universal Credit each organisation demonstrated planning to deliver advice and information in this new benefits environment.

Further interrogation of existing data showed that diverse and vulnerable communities were highly represented in service user figures. Discussions with applicant organisations also focused on efforts to reach out directly to vulnerable residents who may be in need of the service.

Given the limitations in funding, applications that were successful were those that demonstrated the ability to reach all sections of the community rather than focus on one or two protected characteristics. This was tested at interview stage and for instance Greenwich CAB indicated that they regularly work with deaf communities and actively employ sign language interpreters.

The interview and evaluation panels also reviewed the financial health of applicant organisations and service models to ensure staff time and funding was maximised to deliver for those in need of advice rather than support back office functions or additional discretionary services. In addition, where financial health checks demonstrated service risk, conditionality has been placed on the recommended grants to enable discussions to take place about the viability of plans and to encourage mergers and partnership working to protect work designed to support the most vulnerable residents and those with protected characteristics.

Infrastructure Support

Infrastructure Support - Volunteering

Volunteer Centre Greenwich

In regard to the *Equality of distribution* of the service, the Volunteering recommended awardee, Volunteer Centre Greenwich [VCG] is expected to cover all wards of the borough to reach out to the entirety of the borough. The organisation has four outreach sites located across the borough with its headquarters in Woolwich. They are well poised to have this reach. We will look at the impact of this reach and work together with VCG on maximising this outreach, and see if this can be expanded.

In terms of promoting *equality with those who are vulnerable and persons with Protected Characteristics*, VCG noted that over 59% of persons they worked with, comes from the BAME community. Another as cited by an example, is VCG's work with a partner to enable training resources to be adapted for people with a learning disability/autism to access the accredited training offer. We will work with VCG to continue to extend their reach to all vulnerable groups.

In promoting *equality of opportunity*, VCG works with a range of networks and partners including those in health, employment and they use tools to promote their services which include social media, presentations, networks and forums. They have a good range of networks and their Strategic representation will give them a Voice across a range of forums. We will work with VCG to ensure that their representation and networks effectively contribute to increasing volunteering offers and opportunities for all.

Given the cut in funding, we will have to prioritise the work of VCG to create a balance between, promoting offers for volunteering and actively recruiting for volunteers.

Infrastructure Support – Capacity Building & Strategic Representation

In regard to the *equality of distribution*, METRO/GAVs is expected to reach across all wards of the borough, and with hundreds of organisations supported, we would expect their reach to extend across the geography of the borough. We will look to ensure there is a mechanism in place to analyse impact on geographical reach.

Ensuring there is *equality in supporting vulnerability and Protected Characteristics*, Metro GAVs is open to support all Voluntary and Community Sector organisations who deliver services to residents regardless of Protected Characteristics and vulnerable persons. In addition, they support the work of, among others, Live Well Greenwich, Greenwich Safer Neighbourhood, Faith Sector, adults and children's Safeguarding. These organisations and departments, will cut across a wide range of residents. We will need to identify where there are gaps, so a balance is worked towards, in support of all Protected Characteristics.

Meeting and ensuring *equality of need*, we would work with the Infrastructure organisation to highlight and offer support to organisations who are in need of their support. We could look at developing a priority scale, for example to build their strength to raise funds and/or support them to apply for bids.

With the reduction in funding we will agree with GAVs the key priorities of their reach so that their offers strike a balance across their support to VCS groups to ensure as many residents needs is given equal chance to be met, and the needs of groups to generate income and remain sustainable.

Note that in regard to the issue of Voice for the sector, GAVs is a part of a large 3rd sector organisation, who also delivers services. We will ensure that METRO/GAVs maintains their independence to deliver across all of the sector.

Strategic Equalities (SE)

Equality of Distribution and Equality of Need: All the organisations funded under the SE funding stream are required to reach all wards in the borough. This year, all the organisations are based centrally in Woolwich, with good transport links to the rest of the borough. The organisations are also very close to each other enabling good coordination across common areas of working, and with the council and other strategic organisations. The merger of GAD with Metro will likely increase the capacity to support the disability sector, through improved economies of scale.

Equality of vulnerability and Protected Characteristics: A number of protected characteristics under the Equalities Act 2010, and listed in the service outline, were not covered by any of the bids – notably Sex (gender), Maternity and Pregnancy, Age, Marital or Civil Partnership status. Given the reduction in funding, it may not be possible to ensure that the funded organisations will have the capacity to address these protected characteristics in their agreed service delivery plans.

Given the reduction in funding, the funded organisations may also require a narrower focus on priority area, compared to their service under the previous funding round. This could be mitigated by working with them to encourage joint working and partnership where there are overlaps (e.g. representation for women / Race or Women /Disability).

To mitigate against the impact of the funding reduction, officers will also seek to explore opportunities to maximise the profile of the organisations through council communications channels, and with greater coordination with internal colleagues, and the wider VCS.

Equality of opportunity – There is a positive opportunity for Greenwich Association for the Disabled (GAD) to benefit significantly from economies of scale through its merger with Metro.

Arts and Culture

Equalities Impact Assessment

Royal Greenwich is committed to providing and supporting world class, high quality and accessible cultural activities for all sections of the community. Arts and cultural events and activities have an important role to play in this acting as a catalyst for ongoing regeneration within the borough. The past ten years have seen a transformation in the prospects of the Borough, with the potential for further economic growth improving the quality of life for those who live, study and work here.

The Royal Borough recognises the intrinsic role of Arts and Culture; the social and economic benefits that it brings to the community, as well as its role in improving health & well-being and reducing social isolation. The 2019-23 Third Sector Commissioning in this area resulted in:

- less funding available to organisations - a 23.76% reduction in the funding available (based on the 2015-19 budget)
- a change in the balance of the portfolio with a stronger focus on dance, participation and engagement for all residents (and visitors).
- an increased demonstration overall of future partnership working and co-creation
- some of the organisations funded over the last round (2015-2019) receiving less funding support than previously provided (Greenwich Theatre and Greenwich Dance)
- one of the organisations funded in the previous round not receiving funding (Emergency Exit Arts)

Equalities Impact Assessment (EIA):

Arts and Culture is a non-statutory service, meaning that it is not part of any ring-fenced grant from Central Government. It does however provide additional/supplementary support to a range of core services from health to education service providers. The funding aims to deliver new activities to strengthen the Royal Borough's position as a key Cultural Destination for London; to support the cultural and creative economy and skills; to safeguard and enhance the cultural offer (despite the funding reduction), embedding place making at the heart of delivery; and creating opportunities for local talent development.

Possible risks resulting from the reduction in funding:

- this might affect complimentary services funded as a result of this programme
- the viability of some organisations might be affected/compromised because of the reduced levels of funding support.
- a reduction in the overall number of cultural institutions/organisations (in)directly funded
- decreased access to arts and cultural activities for residents in the borough.

It should be noted that despite the reduction in the overall budget and the risks highlighted, the Third Sector Commissioning Framework signals a real commitment to funding services for a four-year period; providing much needed security and leverage for organisations enable them to seek match-funding and develop local, regional and national partnerships.

In consideration of how protected groups with protected characteristics will be affected by the service requirements and funding decisions set out within the Voluntary Sector Commissioning 2019-23 for Arts and Culture we have addressed the following:

Equality of distribution:

Organisations have been encouraged to work across the Borough, with a range of partners, in a variety of settings, utilising community centres and hubs where possible in order to bring work to the heart of the community. This will enable residents to directly influence, shape and participate in work within community settings. *This area of work is highlighted under the themes (within the funding prospectus) of Place making and a Great Place to be.*

Equality of need:

The Indices of Multiple Deprivation (2015)* highlights the central and northern parts of the borough as key areas of need. In response the Arts and Culture priorities for funding highlighted the following key priority wards; Abbey Wood, Charlton, Eltham, Glyndon, Kidbrooke with Hornfair, Plumstead, Thamesmead Moorings, Woolwich Common and Woolwich Riverside.

Providers have indicated that they will prioritise work within the priority wards. In addition, the service level negotiations will ensure that there is parity in provision where possible. *This area of work has been addressed under the themes (within the funding prospectus) relating to; Place making, a Great Place to be, Cultural Destination and Supporting the Cultural and Creative Economy and Skills*

Equality of vulnerability and Protected Characteristics:

In the Arts, Culture, Tourism and Heritage sector it has been identified nationally that some groups with protected characteristics are disproportionately represented and catered for (in terms of engagement, participation and employment). Organisations have therefore been tasked with ensuring that there is continued community cohesion, by delivering projects and programmes that are inclusive and responsive to the diverse communities across the borough.

All of the organisations funded deliver inclusive and accessible programmes, including work for older people. Emergency Exit Arts, who were not funded as a part of this process, have highlighted an area of concern; namely that their People's Parlour project which targets the over 60's may be at risk. It is noted however, that all of the organisations funded work with older people. In addition, as a part of their funding submission, Emergency Exit Arts highlighted external funding which could support the delivery of the project. It is therefore anticipated that they will continue to investigate these options.

Equality of opportunity:

The organisations funded cover the following performing art genres; theatre, dance and street arts. All of the groups have identified a range of strategic and community based partnerships across a broad cultural spectrum. These partnerships will be used to enhance their offer and ensure cultural relevancy. Additionally, organisations will work to ensure that other genres are included in their delivery programmes (i.e.: music, visual arts, heritage etc). Our stated requirement for co-production, along with the diversity of offer and engagement achieved through this funding round will engender a sense of inclusion, creating opportunities for organisations and individuals to become involved in the development of the cultural and creative economy within the Borough.

Outcomes of Assessment

Whilst financial support has constricted, the Royal Borough will continue to support a cross sector of organisations both strategically and financially. The service will;

- encourage and facilitating collaboration and co-creation
- monitor the proposed level of service provision against the funding priorities and agreed outcome/outputs
- act as an advocate for the sector with strategic partners (national and local), leveraging additional funding where possible
- capitalise on the Cultural District development which will see new resident companies settling within the Borough and enhancing the cultural offer, training and employment opportunities in the North of the Borough.

Mitigation:

- All groups are encouraged to ensure that their work is inclusive and accessible to all sectors of the community.
- All of the organisations have proposed a range of activities and initiatives to recruit and engage residents and visitors of all ages and from a wide cross section of the community – increasing access.
- Through the funding allocated and a number of initiatives in development, key priority groups with protected characteristics will be targeted and catered for.
- Disability/Deaf and disabled: At least two of the organisations funded have highlighted this area of work as a key priority for them. Work in this area is therefore set to increase, not just locally but across the wider arts sector.
- The requirement for organisations to work in partnership with a diverse range of community organisations and groups – increasing the capacity and sustainability of the sector
- The requirement for organisations to actively seek and secure match funding from external sources to develop and deliver projects and programmes. Ensuring delivery of activity and organisational sustainability.

- Funding made available under the small grants scheme for smaller scale projects delivered by and in partnership with local organisations. Creating access to funding, opportunities to test initiatives and building organisational capacity.

HOUSING AND SAFER COMMUNITIES

Her Centre, Provision of a Domestic Abuse IDVA Service

Equality of distribution - The Her Centre has measures in place to ensure the service is accessible to all women across the whole Borough, irrespective of disability, race, faith, sexual orientation or gender identity.

Equality of need – Domestic Abuse occurs across the borough, in all areas, regardless of social or economic status. However, women are disproportionately affected, particularly in high risk cases, for example, data from the MARAC (Multi-Agency Risk Assessment Conference for the highest risk DA cases) shows that 92.8% of victims at high risk were female in 2017/18.

Equality of Vulnerability and Protected Characteristics - Greenwich is aware that Domestic violence and abuse applies to people of all genders and characteristics, but as women are significantly disproportionately affected in comparison to men, a women focused service is needed. The borough fully recognises that men are also victims of domestic abuse and support pathways have been put in place to cater for their needs in a holistic and empathetic way.

Equality of Opportunity – The provision of the service was offered out through the Council tendering processes. The Her Centre was the only organisation to apply for the funding. This will not impact on delivery as they are the current provider and therefore can provide a continuation of service.

Greenwich Inclusion Project (GrIP) – Provision of Hate Crime Service

Equality of distribution – GrIP will ensure the service is borough wide and will work directly with all individual or groups who may be affected by Hate Crime (for reasons of disability, race, faith, sexual orientation or gender identity).

Equality of need – National research consistently shows that hate crime is significantly under-reported. There is no reason to think this is not the case in Greenwich and anecdotal information from community contact indicates that many incidents are not reported. Greenwich had 572 Hate Crime offences reported to the police 2017/18, which occurred across the borough.

Equality of vulnerability and Protected Characteristics – The service will benefit people who may be targeted owing to disability, on grounds of their race, ethnicity, religion, belief, sexual orientation or gender identity, allowing them to access support. The provider's awareness raising work will create broader benefits in these communities through building knowledge and confidence with an underlying positive impact on community resilience.

Equality of opportunity – The provision of the service was offered out through the Council tendering processes. GrIP, in consortium with Metro and Greenwich Association for Disabled People (GAD), was the only organisation to apply for funding. This will not impact on delivery as they are the current provider and therefore can provide a continuation of service.

Debt Advice (Homelessness)

Citizen Advice Bureaux

In regard to ensuring there is equality of distribution, (across the borough) recommendations for funding went to a single organisation that is well known and operates outreach to other locations within the borough.

In regard to ensuring that there is equality of need recommendations for funding went to a service with demonstrable track record in reaching and providing services to those from the most deprived communities and they were reached through outreach and a provider with a well know profile both locally and nationally. They have listed their communication and types of accessibility routes to ensure everyone has equality of access services, especially those with positive characteristics, socially excluded and vulnerable residents within the borough. CAB are empowering resident across the borough through social mobility in line with the Council's strategic priority.

In promoting the equality of vulnerability and Protected Characteristics, it is expected that the service will have as wide a reach in the community as possible, embracing persons with Protected Characteristics and other vulnerable people. As well as improving the quality of people's lives, CAB has listed 3 core values as Valuing Diversity, Challenging Discrimination and Promote Equality. They have adequately reported in 2017/18 reported in 2017/18 success in providing services to identified disadvantaged groups, BAME, LGBT and disabled groups as well as those with a long term health issues.

In creating a climate of equality in opportunity, such as partnerships, the CAB has confirmed that have co-funding from RBG/L&Q and also Family Mosaic to deliver the proposed project. The Money and Debt Advice service will be holistic and cover a range of financial disciplines. Although the clarity of detail is still to be ascertained and agreed CAB has demonstrated they have the vehicle to deliver the required outcomes.

Currently, we are not aware of any significant gaps in service delivery but this will be monitored closely during the delivery of the service and CAB will be required to report on those protected characteristics.

Private Rented Sector - Shared Housing

Thames Reach

In regard to the Equality of distribution of the service, the service covers the whole of the borough and links into the Housing Inclusion Service, Street Services and other single homelessness services within and outside of the borough and therefore has the ability to link to the target audience but also the hidden homelessness within the Borough. Thames

Reach are able to demonstrate the level of need within the borough due to local knowledge and local resources through existing partnerships with the Council. The Service are aware of the hotspots for rough sleeping. It is imperative that Thames Reach works with the Council to ensure that the prevention of homelessness specifically responds to the profiles of highest need in the different wards working with the Housing Inclusion Service to ensure all those in need and fit the criteria will be assisted to sustain or find accommodation.

In promoting equality of opportunity and need, this proposal offers a valuable service to assist single households under 35 have access to good quality accommodation within the borough. Thames Reach is considered a leading pioneer in housing models for single people with comprehensive person centred support. There has been an increase in the level of funding to ensure that the service is able to help single households to become more economically active and thereby develop greater independent living skills. During the application process Thames Reach was able to demonstrate the necessary experience and organisational resources to deliver this service.

Ensuring there is equality in supporting vulnerability and Protected Characteristics, Thames Reach has considered accessibility to services including communication and engagement, as well as having a person centred approach to suit the holistic needs of the individual and tailoring services to bring the best outcomes and growth and for life progression. This will be captured and measured against performance outcomes/outputs and qualitative data to ensure that the needs of those with protected characteristics are met. This also includes engagement of identified hard to reach groups (Females, LGBT and BAME) and ensuring that those groups over or under represented in homelessness have an equality of access to the scheme. Thames Reach have considered the cohort for their proposed project carefully based on local knowledge and previous experience. They challenge discrimination posed by landlords and tenants to ensure housing is sustainable for all those accessing the scheme, and equally challenge landlord bias and tenant misbehaviour.

In creating a climate of equality in opportunity, such as partnerships, Thames Reach works with a range of networks and partners including those in health, employment and they use those partnership arrangements to promote their services that include social media, presentations, networks and forums. They have a good range of networks and their strategic representation will give them a voice across a range of forums both local, as well as, regionally and nationally. We will work with Thames Reach to ensure that their representation and networks effectively contribute to delivery of other strategic priorities within the borough.

Currently, we are not aware of any significant gaps in service delivery but this will be monitored closely during the delivery of the service and Thames Reach will be required to report on those protected characteristics.

CHILDREN & YOUNG PEOPLE

Detail of Assessment					
<p>This is an Impact Assessment of changes in priorities and award recommendations in the Voluntary Sector Grants Programme and its specific effect on Children's Services.</p> <p>This Impact Assessment will not cover other funding streams in the grants programme (Health and Adults, Communities and Environment, Arts and Culture, Housing Services and Community Safety).</p>					
What is its purpose?					
<i>Is this a new service/policy or a change to an existing service/policy?</i>					
<p>This is a change to existing arrangements of the Voluntary Sector Grants as reflected in the round of commissioning for a new 4 year programme from 1st April 2019. This includes the recommendation of new awards as part of the new process.</p> <p>The Children's Services 3rd Sector budget has been reduced as a result of reductions in the Department of Health Public Health Grant.</p> <p>The priority areas for Children's Services have been reviewed in line with priorities and the Children and Young People's Plan (2017 – 20), Health and Wellbeing Strategy (2015-18) and Safer Greenwich Partnership Strategy (2017-20). These have also been informed by feedback from children, young people, parents/carers, families and practitioners. They are not the same as previous commissioning rounds.</p>					
What are its main objectives (of the new/revised service or policy)?					
<p>This is a change to existing arrangements. The previous four-year funding round for the voluntary and community sector took place in 2014. A new round of funding will begin from 1st April 2019, and run until 31st March 2023. The main objectives are to recommend awards that meet the aims of the new funding round priorities.</p>					
Context					
CS priorities include and proposed allocations are:					
<table border="1"> <tr> <td>Universal Youth - Area Based and Borough Wide</td> <td>£ 200,000</td> </tr> <tr> <td>Support for families known to safeguarding</td> <td>£ 87,000</td> </tr> </table>	Universal Youth - Area Based and Borough Wide	£ 200,000	Support for families known to safeguarding	£ 87,000	
Universal Youth - Area Based and Borough Wide	£ 200,000				
Support for families known to safeguarding	£ 87,000				

Perinatal Mental Health	£ 115,729
CYP Capacity Building	£ 17,500
Domestic abuse contribution	£ 64,911

Changes in funding and recommendation for priority areas have come from alignment with strategic priorities. Alongside engagement from the sector, families, children, young people and specialist practitioners from the relevant fields. The priorities are different from what was commissioned under the previous voluntary sector commissioning round.

CS annual funding has reduced overall from the previous round (£886,730 to £485,140).

Criteria

Is this function designed to meet specific needs of groups with protected characteristics?

The CS priorities are expected to support all children young people but also those from specific vulnerable groups for example, those;

- At risk of risky behaviour including anti-social behaviour and criminal activity.
- At risk of poor mental health and wellbeing
- At risk of isolation
- At risk of being NEET
- At risk of poor health
- At risk of experiencing domestic abuse

The CS priorities will also support parents (including pregnant women);

- Who are at risk of poor mental health
- Who require additional support to build resilience, develop parenting skills and confidence
- To access universal support services.
- To improve mental health and wellbeing.

CS priorities will also strengthen the capacity of the voluntary sector to deliver improved support to children and young people.

The 2019-23 CS priorities are:

- Universal Youth - Area Based and Borough Wide
- Support for families known to safeguarding
- Perinatal Mental Health
- CYP Capacity Building
- Domestic Abuse

Outcomes of Assessment

Identify which, if any of the protected groups will be affected, including likelihood of impact

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Caring responsibilities

In addition, staff working in existing services (who may themselves fall into one or more protected category) are likely to be affected by the proposed changes.

See the EIA screening at the end of this document for assessment on likelihood of impact and the nature of that impact.

What other risks/factors will be taken into account in the decision making?

These might include national/regional/local factors.

Identifying CS priorities has taken account of the impact on vulnerable groups, this has included where alternative services exist that may support groups, including those aged 0-2 and young carers.

The proposed changes may have the following affect:

- Risk of provider failure as a result of a significant cut.
- Risk of reduction in services being delivered and any disproportionate impact on vulnerable client groups
- Risk that local jobs in local organisations are lost, including jobs undertaken by people with a protected characteristic.

Children's Services will be mitigating all areas wherever possible and set out in the section below, but it will be necessary to accept some impacts, particularly where changes lead to redundancies and provider failure and where TUPE does not apply.

Changes in funding and recommendations from engagement from the sector, families, children and young people have been applied where possible in the priority areas for 2019 onwards.

Mitigating risks

How will any identified risks be mitigated against?

Discussions with existing services have started and will continue through the 3rd Sector Commissioning process. These discussions will continue after final decisions are made. This includes the consequence and impact where an organisation currently funded may not be successful at getting funding.

This is so that wherever possible the impact on children and young people is recognised and mitigated against. Support planning for individuals accessing current services is underway to ensure all young people have access to appropriate support once contracts have ended.

Universal Youth - Area Based and Borough Wide

- This is a new proposal therefore there are no wards or protected groups that would have less provision as a result of these recommendations. Borough wide projects will be monitored on their take up across the borough and by demographics and where specific areas are under-represented, work will take place with the provider to identify ways to improve engagement.

Support for families known to safeguarding

- The recommended bid represents no drop in service delivery from the current provision. There is therefore no anticipated disproportionately negative impact of this decision on any protected group or ward.

Perinatal Mental Health

- This is a new proposal therefore there are no wards or protected groups that should have less provision as a result of these recommendations.
- Increased funding for Quaggy Development Trust whose bid will support fathers is aimed at ensuring a broader reach for the strand.

CYP Capacity Building

- The funding for CYP capacity support has remained the same. There is no anticipated reduction in provision of support for children's organisations.

Domestic abuse contribution

- This is a new proposal therefore there are no wards or protected groups that should have less provision as a result of these recommendations.

In respect of those areas that are not priorities for this funding round

Young Carers

- The change in Young Carers priority will be mitigated to an extent through the delivery of support to Young Carers through Early Help service. This will work to engage young carers in existing service and provide more targeted support where required. Work was undertaken with the previous service to review their caseload and ensure transitions to appropriate services took place where relevant and able.

1001 days

- The change in 1001 days priority will be mitigated to an extent through the provision of support for through Children's Centres and through the new Peri-natal mental health strand. Work was undertaken with the previous service to review their caseload and ensure transitions to appropriate services took place where relevant and able.

Emotional Health and Wellbeing

- The change in Emotional Health and Wellbeing priority will be mitigated to an extent both through the ongoing delivery of lower level emotional health and wellbeing support through the School Nursing and Universal Youth Service. In addition to new joint investment between RBG and CCG into a digital platform / counselling provision to support emotional health and wellbeing. Work is being undertaken with the current service to review the caseload and ensure transitions to appropriate services take place where relevant and able.

Parenting Programme

- The change in Parenting Programme has been mitigated to an extent through the delivery of parenting programmes through Early Help. Work was undertaken with the previous service to review their caseload and ensure transitions to appropriate services took place where relevant and able.

Short Breaks

- The short breaks funding has remained there same and is currently being commissioned under a separate process. There is not anticipated negative impact on a particular protected characteristic as a result of moving this priority. The new process is aimed at expanding the breadth of provision.

Consultation

How were groups/individuals consulted (in particular those groups identified as being affected)?

Extensive consultation took place, with children and young people, partners and providers when shaping the Strategic Priorities (e.g. Children and Young People Plan), with which these new priorities are aligned.

Further consultation has taken place with organisations via provider forums, individual discussions and the GAVS CYP forum.

Where individual young people and/or parents/carers are affected through services coming to an end conversations have happened with them or are planned. This is both to ensure that where appropriate work continues through another relevant service or cases are appropriately discharged.

As part of the assessment for the Universal Youth projects, young people evaluated video submissions submitted. This fed back into the assessment of bids and conditions of funding.

Impact Assessment

Include different outcomes for all the groups identified as being affected. If there are differences, are these justified?

Residents with Protected Characteristics may be affected, mitigating actions have been set out above.

All the organisations affected by the budget reduction serve vulnerable people, including those with Protected Characteristics.

Although some services will no longer be funded via the Voluntary and Community Sector process, it is expected that the new priorities will provide some support to the groups affected. In addition where funding has been impacted, individual planning has been or will be undertaken with providers to consider the needs of those who may be impacted. This will include working with the providers to ensure families are on relevant pathways to support their needs being met and mitigate gaps as far as possible.

Monitoring of Impact

Children's Services will look at mitigating the impact on residents with protected characteristics and organisations supporting those individuals or groups as far as possible.

New services will be monitored as part of the Children's Services Commissioning Framework. Monitoring will be in place to review the take up by demographics of service users. This will include regular discussions on the data to understand whether there is a disproportionate take up from any groups, the reasons for this occurring and any actions that need to be taken to improve take up. Actions will be monitored through the framework.

Decision

The Voluntary and Community Sector Grants Funding process 2019-23, includes funds for the VCS from across 4 Directorates: Communities and Environment; Health and Adults; Children's Services and Housing (including Community Safety).

This EIA addresses the impact on the services managed by Children’s Services. It has been undertaken on the basis of the recommended options and actions taken to date. This is a working document and subject to updates.

Appendix I EIA screening

	Likely impact			Brief explanation
	High	Low	None	
Age	X			<p>New priorities are expected to offer support to all age groups. This funding round does not include a 1001 Days priority, which may have an impact on those in the early years.</p> <p>The effects can be mitigated but not eliminated through the delivery of support through a strong network of Greenwich Children’s Centres and through the Perinatal Mental Health priority.</p>
Disability		X		<p>The provision of short breaks services is no longer a priority for the Voluntary and Community Sector grants funding process but remains a Children’s Services (CS) priority. This area will be funded separately from CS main budget with no reduction in funding.</p> <p>An overall reduction in funding is likely to have an impact but it is not anticipated that there will be a disproportionately high impact on those with disabilities.</p>
Race		X		<p>CS priorities are intended to support a range of different ethnicities and to ensure young people who are more likely to be marginalised are identified and supported.</p> <p>An overall reduction in funding is likely to have an impact but it is not anticipated</p>

	Likely impact			Brief explanation
	High	Low	None	
				that there will be a disproportionately high impact on any particular race.
Sex		X		An overall reduction in funding is likely to have an impact but it is not anticipated that there will be a disproportionately high impact on any particular sex.
Sexual orientation		X		An overall reduction in funding is likely to have an impact but it is not anticipated that there will be a disproportionately high impact on any particular sexual orientation.
Religion or belief		X		An overall reduction in funding is likely to have an impact but it is not anticipated that there will be a disproportionately high impact on any particular religion or belief.
Gender re-assignment		X		An overall reduction in funding is likely to have an impact but it is not anticipated that there will be a disproportionately high impact on any those going through or having undergone gender re-assignment.
Pregnancy & maternity	X			CS priorities will have a positive impact as a funding priority is around the provision of perinatal mental health support for those at risk of poor mental health. This is expected to mitigate some of the impact on pregnancy and maternity through not including the 1001 Days Priority.
Marriage & civil partnership (employment only)		X		An overall reduction in funding is likely to have an impact but it is not anticipated that there will be a disproportionately

	Likely impact			Brief explanation
	High	Low	None	
				High impact on marriage and civil partnerships.
People with Caring responsibilities	X			Young carers are no longer a priority area. The effects are mitigated but not eliminated through the delivery of Young Carer support through the Early Help service.
Staff in VCS organisations	X			<p>It is highly likely that some providers will not continue to receive funding from April 2019 and that others will see significant reductions in the money they do receive. This will inevitably lead to redundancies.</p> <p>Some negative impact will be mitigated through the delivery of CYP VCS capacity support which will work to support the replacement of income through external sources.</p> <p>It is not unusual for VCS organisations to employ people from the communities of interest they represent and hence it is likely that these redundancies will include a proportion of people with protected characteristics.</p>

HEALTH & ADULTS SERVICES

Health and Adult Services' Equalities Impact Assessment of the Recommended Awards

SUMMARY

Health & Adult Services (HAS) has worked creatively to manage a 33% reduction in its allocation of VCS grant for the 2019 – 2023 commissioning round, responding to the priorities for vulnerable adults that were identified during engagement events with the VCS. In the initial assessment of the impact of this reduction on equalities HAS identified that there would be reduced provision across primary client groups, specifically

- People with disabilities and sensory impairments,
- People with learning disabilities
- People with mental ill health.
- Vulnerable older people.

In addition to a reduction in service provision for these vulnerable adult groups, the lower level of funding available was likely to impact reduce the number of jobs within the local voluntary sector, which is frequently regarded as an accessible employment option for people with protected characteristics.

Additionally, it will be difficult for the voluntary sector to pay or continue to pay London Living Wage to its employees, for the duration of the contract period.

The reduced provision may well place a greater burden on informal carers, many of whom are vulnerable themselves.

The local voluntary sector has been under considerable pressure to maintain its financial viability in recent years. HAS have worked with some organisations that have come close to failing. Those pressures remain for the sector and managing the reduced level of grant must be viewed as a risk factor for putting VCS organisations at risk of failing.

In order to mitigate the likely impact of the reduced funding HAS decided that the option to “top slice” an equivalent amount from awards for existing services would not be in the best interests of the sector and its service users and instead determined to remodel the way much of its funding is used.

Specifically, HAS

- Revised its priority for the delivery of Information and Advice to Accessing Mainstream Services and stated that it wished to commission a single service catering to all client groups. This would replace the existing six separate information and advice services and avoid the risk of duplication of services

- Placed greater emphasis on addressing social exclusion and promoting user engagement
- Dedicated a priority to meeting the needs of carers.
- Maintained its commitment (with slightly increased funding) to providing employment support for people with mental ill health and learning disabilities, with a focus on those who are furthest from the job market.

In general, HAS encouraged joint funding applications on the basis that they could share resources to minimise overheads and concentrate on direct service provision. HAS was also keen to support applications that could deliver outcomes against more than one priority area.

HAS will seek to identify alternative resources to supplement the awards recommended to Cabinet as a further means of reducing the impact of funding changes.

HAS is confident that the applications that have been recommended for approval will mitigate the negative impact of reduced funding but, they will not eliminate the impact. There will be less capacity across the sector. There is a significant risk that a reduced universal offer will put greater pressure on statutory services and also on unpaid carers.

IMPACT ASSESSMENT BY PRIORITY

Support to Access Mainstream Services

	Commentary/Findings
Equality of distribution	<p><i>That is how far are your recommendations go to ensure that we cover /reach all wards of the borough... and where there could be gaps</i></p> <p>The selected consortium is a borough wide service with four office bases across its six partners.</p> <p>The organisation will be working through the next phase to look at the potential gaps around geographical structure.</p> <p>Explicit within the Health and Adult Services prospectus was joined up work and referral routes with the Live Well Greenwich service to maximise impact and access to services, particularly from primary care, where the VCS offer is less well known.</p>
Equality of need	<p><i>Different wards of the borough have higher deprivation levels than others... how they are reflected in your recommendations for awards and where there are gaps. For eg, have providers who are serving higher deprived wards been given larger grants/smaller reductions ?</i></p> <p>The Connecting Communities Alliance will be a borough wide service that comprises the range of the adults priority groups.</p>

	<p>Equality of access for the most deprived wards will be considered as the service is developed, with options such as satellite services and connection with community groups being explored.</p>
<p>Equality of vulnerability and Protected Characteristics</p>	<p><i>How far are the various social groups being offered services.. and where are the gaps.</i></p> <p>The selected consortium covers the range of the adult’s priority groups.</p> <p>Covering specifically:</p> <ul style="list-style-type: none"> • Older People • Mental Health • Learning Disability and Autism • Physical Disability <p>Carers have a specific funding stream for that purpose.</p> <p>It is a requirement of all organisations receiving funding that their services are inclusive and meet the needs of those with protected characteristics. In this funding round, we have not been able to include a service for people whose primary need is their LGBT or HIV status. We expect the delivery partners to support people who are LGBT appropriately and sensitively. The role of METRO as the CCA lead organisation will enhance the ability of partners to achieve this.</p>
<p>Equality of opportunity</p>	<p><i>How and where partnerships and other ways of awarding newer organisations and consortia have been given the opportunity to enter the delivery field. What impact could this have on delivery</i></p> <p>The awarded consortium contain a range of known organisations that are working differently together, including a user-led organisation, GAD. It is an ambitious and practical working set up set to potentially maximise the value for money from the funding given and a more joined up feel to services, with opportunities for sharing good practise.</p> <p>There were no other consortia that came forward to meet this need.</p>
<p>General Comments</p>	<p>The Support to Access Mainstream Services consortium approach represents a new way of working for the voluntary sector in this type of provision.</p> <p>It is noted that pressures on London Living Wage (LLW) employers in this programme will be affected by a static grant</p>

	funding level over four years. This is because they will have no control over the LLW increases.
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Employment Support & Employment Readiness

	Commentary/Findings
Equality of distribution	<p><i>That is how far are your recommendations go to ensure that we cover /reach all wards of the borough... and where there could be gaps</i></p> <p>The Health and Adults Services prospectus had already highlighted the two clear priority areas for this stream were:</p> <ul style="list-style-type: none"> • Mental Health • Learning Disability and Autism <p>Funding is recommended for an organisation covering Mental Health and one covering Learning Disability and Autism.</p> <p>Explicit within the Health and Adult Services prospectus was working with Live Well Greenwich service, which is well connected to primary care, and should maximise impact and access to services.</p> <p>The recommended bids aim to cover this ensuring access from across the whole of the borough.</p> <p>Bids will be working on access to services from a range of areas including other parts of the voluntary sector programme.</p>
Equality of need	<p><i>Different wards of the borough have higher deprivation levels than others... how they are reflected in your recommendations for awards and where there are gaps. For eg, have providers who are serving higher deprived wards been given larger grants/smaller reductions ?</i></p> <p>As stated the programme will meet the needs of mental health, learning disability and autism. These include some of the most vulnerable people furthest away from the job market.</p> <p>The service will not be provided borough wide, however, it will be accessible to the whole borough and users of the service can be supported to find training, volunteering or job opportunities in different areas of the borough.</p>
Equality of vulnerability and Protected Characteristics	<p><i>How far are the various social groups being offered services and where are the gaps.</i></p> <p>The recommended bids cover adult's priority groups for employment support and employment readiness – being learning disability, autism and mental health.</p>

	<p>Both recommended bids are expected to share experience with each other and make links across other parts of the voluntary sector and employment services.</p> <p>All selected organisations are expected to work meeting the needs of individuals with protected characteristics.</p>
Equality of opportunity	<p><i>How and where partnerships and other ways of awarding newer organisations and consortia have been given the opportunity to enter the delivery field. What impact could this have on delivery</i></p> <p>The recommended organisations are known to the borough but there was a lack of new bidders in this area.</p> <p>One of the recommended bids is a consortium of three organisations providing Advocacy, Employment and Volunteering to individuals with a learning disability and autism.</p> <p>It is noted that organisations that are newly formed have failed the finance checks in bids for this funding stream. This is due to the lack of sufficient financial information to evaluate them.</p>
General Comments	<p>Two bids recommended that have huge potential for getting vulnerable adults employment ready and into employment.</p> <p>It is noted that pressures on London Living Wage (LLW) employers in this programme will be affected by a static grant funding level over four years. This is because they will have no control over the LLW increases.</p>

User Engagement & Social Inclusion

	Commentary/Findings
Equality of distribution	<p><i>That is how far are your recommendations go to ensure that we cover /reach all wards of the borough... and where there could be gaps</i></p> <p>Health and Adult Services have selected bids that can provide the best possible services from this programme.</p> <p>Explicit within the Health and Adult Services prospectus was working with Live Well Greenwich service to maximise impact and access to services.</p>

	<p>Within realistic expectations within the funding available organisations will seek to ensure access from across the borough.</p>
Equality of need	<p><i>Different wards of the borough have higher deprivation levels than others... how they are reflected in your recommendations for awards and where there are gaps. For eg, have providers who are serving higher deprived wards been given larger grants/smaller reductions ?</i></p> <p>Five different bidders have been recommended for a grant and are expected to meet the needs of all parts of the borough wherever possible. They will work in partnership with other parts of the programme and other stakeholders to ensure access across the borough.</p>
Equality of vulnerability and Protected Characteristics	<p><i>How far are the various social groups being offered services.. and where are the gaps.</i></p> <p>The bids selected meet the following needs:</p> <ul style="list-style-type: none"> • Older people – Social inclusion • Mental Health – User engagement • Mental Health – Social inclusion • Learning Disability and Autism – Social inclusion • Learning Disability and Autism – User engagement <p>Not all Health and Adult Services priority groups could be met under this funding. Dementia particularly will be met by a range of other funding and streams of work.</p> <p>The overall programme will be reviewed as to gaps in line with other funding and other streams of work to mitigate this.</p> <p>All organisations are expected to work meeting the needs of individuals with protected characteristics.</p>
Equality of opportunity	<p><i>How and where partnerships and other ways of awarding newer organisations and consortia have been given the opportunity to enter the delivery field. What impact could this have on delivery</i></p> <p>This area has attracted new bidders and different approaches from established organisations. In some cases, organisations that are newly formed have failed the finance checks in bids for this funding stream due to the lack of sufficient financial information to evaluate them. However, we were able to recommend an award to a user-led organisation for mental health user engagement.</p>
General Comments	<p>A range of recommended bids were selected to best meet the needs of the priority groups. A range of other work will take</p>

	<p>place in and around other services that may be funded separately.</p> <p>It is noted that pressures on London Living Wage (LLW) employers in this programme will be affected by a static grant funding level over four years. This is because they will have no control over the LLW increases.</p>
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Carers

	Commentary/Findings
Equality of distribution	<p><i>That is how far are your recommendations go to ensure that we cover /reach all wards of the borough... and where there could be gaps</i></p> <p>Two recommended bids meet the needs of carers in very different ways. Firstly by practically supporting carers through the use of volunteers in carers' own homes, which will reach into all wards in the borough. The second is support and advice for carers, which is a building based service. The service operates a telephone helpline and an objective over the 4 years of the funding is to raise awareness of the needs of carers with other community based organisations and where required, to provide satellite sessions in other areas.</p> <p>Explicit within the Health and Adult Services prospectus was working with Live Well Greenwich service to maximise impact and access to services.</p> <p>Final funding in the Carers Support stream was increased (within the Health and Adult Services budget envelope) in acknowledgement of the key need for these services.</p>
Equality of need	<p><i>Different wards of the borough have higher deprivation levels than others... how they are reflected in your recommendations for awards and where there are gaps. For eg, have providers who are serving higher deprived wards been given larger grants/smaller reductions ?</i></p> <p>The recommended bids aim to cover carers across the whole of the borough.</p> <p>The Carers' Centre will be looking to develop links with other community organisations and officers will share information on areas of greatest deprivation to target services toward.</p>
Equality of vulnerability and	<p><i>How far are the various social groups being offered services.. and where are the gaps.</i></p>

<p>Protected Characteristics</p>	<p>The recommended bids are accessible by all carers. All selected organisations are expected to work meeting the needs of individuals with protected characteristics.</p> <p>There is evidence that older LGBT people are not always well served by social care services, and this may well be the experience of LGBT carers. The Volcare service, which provides respite in someone's home and matches the same volunteer to the cared for person is a model that could address this kind of inequality. Officers will work with both carers services to ensure that the needs of particular groups are not being unconsciously excluded.</p>
<p>Equality of opportunity</p>	<p><i>How and where partnerships and other ways of awarding newer organisations and consortia have been given the opportunity to enter the delivery field. What impact could this have on delivery</i></p> <p>There were only two providers that bid for the carers support stream and these provide existing services.</p> <p>The recommended bids will work closely together and with a range of other organisations across the voluntary and other stakeholders.</p>
<p>General Comments</p>	<p>Two bids were recommended that offer the potential of comprehensive and practical support to carers in the borough.</p> <p>It is noted that pressures on London Living Wage (LLW) employers in this programme will be affected by a static grant funding level over four years. This is because they will have no control over the LLW increases.</p>

Small Grants Programme

	Commentary/Findings
<p>Equality of distribution</p>	<p><i>That is how far are your recommendations go to ensure that we cover /reach all wards of the borough... and where there could be gaps</i></p> <p>The small grants programme is intended to be accessible to small, community based organisations, that would not be able to bid for the larger VCS grants programme. The bidding process and selection criteria will be designed to maximise take up from less well served groups or areas of the borough.</p>
<p>Equality of need</p>	<p><i>Different wards of the borough have higher deprivation levels than others... how they are reflected in your recommendations for awards</i></p>

	<p><i>and where there are gaps. For eg, have providers who are serving higher deprived wards been given larger grants/smaller reductions?</i></p> <p>See above</p>
Equality of vulnerability and Protected Characteristics	<p><i>How far are the various social groups being offered services.. and where are the gaps.</i></p> <p>See above</p>
Equality of opportunity	<p><i>How and where partnerships and other ways of awarding newer organisations and consortia have been given the opportunity to enter the delivery field. What impact could this have on delivery</i></p> <p>N/A</p>
General Comments	<p>This was not part of the selection at this stage.</p> <p>To make best use of funding and bids available the amount in the small grants programme has been reduced to £7,140 pa and Health and Adult Services will look at what other funding can mitigate the reduced sum available.</p>