

## Appendix B – Equality Impact Assessment

|  |                                   |
|--|-----------------------------------|
| <b>Title</b>   | Community Resource Strategy       |
| <b>Service</b>   | Information, Safety and Community |
| <b>Author</b>  | David White                       |
| <b>Chief Officer</b>   | Mirsad Bakalovic                  |
| <b>Date</b>  | 29 February 2024                  |
| <b>Detail of Assessment</b>  |                                   |
| This assessment is carried out in respect of the Community Resource Strategy.  |                                   |
| <b>What is its purpose?</b>  |                                   |
| <i>Is this a new service/policy or a change to an existing service/policy?</i>   |                                   |
| The Community Resource Strategy replaces the previous VCS Strategy, providing a strategy for the Council's relationship with community organisations and associated resources.   |                                   |
| <b>What are its main objectives (of the new/revised service or policy)?</b>  |                                   |
| The Community Resource Strategy seeks to provide both a new approach to the Council's work with community organisations, developing a more collaborative, equitable approach to this work. Additionally, the Strategy seeks to make the Council's use of resources with community organisations more transparent, equitable and effective, while better reflecting the needs of organisations and residents.   |                                   |
| <b>Context</b>   |                                   |
| A key strand of work with the Community Resource Strategy has been to tackle the barriers faced by organisations led by people from marginalised communities, who have historically faced greater challenges accessing Council support. The Strategy therefore seeks to improve how the Council works with these organisations to ensure greater fairness and equity. Additionally, the Strategy contains an extensive needs analysis, providing officers with improved information about deprivation, improving how resources are targeted to improve support for the most vulnerable people. |                                   |
| <b>Criteria</b>  |                                   |
| <i>Is this function designed to meet specific needs of groups with protected characteristics?</i>  |                                   |
| The Community Resource Strategy is not specifically targeted at groups with specific protected characteristics, but seeks to ensure more equitable access to support and funding for community organisations, reducing or removing existing barriers which have impacted marginalised communities.   |                                   |
| <b>Outcomes of Assessment</b>  |                                   |
| <i>Identify which, if any of the protected groups will be affected (as identified by the initial screening form), including likelihood of impact (high, med, low, none)</i>  |                                   |

- Age
- Disability
- Race
- Gender (Sex)
- Sexual orientation
- Religion or belief
- Gender Identity (Gender reassignment)
- Pregnancy or maternity
- Caring responsibilities
- Socio-economic background

**Please provide a summary in the table below of the level of impact, impact and mitigations/actions for each protected group**

*There may be more than one impact per protected group, in this case please add additional rows*

| <b>Group</b> | <b>Level of Impact</b><br><i>(high, med, low, none)</i> | <b>Impact</b>  | <b>Mitigation / action</b> |
|--------------|---|--|----------------------------|
| Age          | Medium  | The Community Resource Strategy seeks to ensure a more equitable access to funding, with granular information about deprivation related to both child poverty and ageing population captured as part of the Needs Analysis, helping to ensure that the Council better responds to the needs of residents with needs arising from this protected characteristic when working and funding community organisations. | None                       |
| Disability   | Medium  | The Community Resource Strategy seeks to ensure a more equitable access to funding, with granular information about deprivation relating to disability captured as part of the Needs Analysis, helping to ensure that the Council better responds to the needs of residents with   | None                       |

|                    |        |   |      |
|--------------------|--------|---|------|
|                    |        | needs arising from this protected characteristic when working and funding community organisations.  |      |
| Race               | Medium | The Community Resource Strategy seeks to ensure a more equitable access to funding, support and engagement. Smaller organisations, which are disproportionately led by people from minoritised communities, have previously experienced significant barriers when accessing Council funding and accommodation. The Community Resource Strategy seeks to ensure that groups representing marginalised communities have more equitable access to Council funding and support. | None |
| Gender (sex)       | None   | N/A   | None |
| Sexual orientation | Low    | The Community Resource Strategy seeks to ensure a more equitable access to funding, in particular removing barriers to funding for marginalised communities.  | None |
| Religion or belief | Low    | The Community Resource Strategy uses an expanded definition of community organisation to ensure that groups that provide support to residents, but would not typically consider themselves part of the VCS, are included in the Strategy, supporting greater engagement and work with these organisations.  | None |

|  |        |   |      |
|--|--------|---|------|
| Gender identity (Gender re-assignment) | Low    | The Community Resource Strategy seeks to ensure a more equitable access to funding, in particular removing barriers to funding for marginalised communities.  | None |
| Pregnancy or maternity                 | None   | N/A   | None |
| Caring responsibilities                | Low    | The Community Resource Strategy seeks to ensure a more equitable access to funding, with granular information about the numbers of people with captured as part of the Needs Analysis, helping to ensure that the Council better responds to the needs of residents with needs arising from this protected characteristic when working and funding community organisations. | None |
| Socio-economic background              | Medium | The Community Resource Strategy seeks to ensure a more equitable access to funding, with granular information about deprivation, supporting the more effective focusing of resources on tackling deprivation within the Borough   | None |

**Consultation**

*How were groups/individuals consulted (in particular those groups identified as being affected)?  
What research was used to help decision-makers understand the different impact on protected groups?*

Extensive engagement has taken place with residents, community organisations and others as part of the development of the strategy. This has included:

- 54 VCS/community organisations, of which 40% were led by people from marginalised communities, contributed by interviews, workshops, emails and other engagement.
- 75 Council staff and councillors.
- 19 external experts and other local authorities were interviewed.
- 100 residents were engaged via workshops and street engagement.

**Monitoring of Impact**

Following the agreement of the Community Resource Strategy, a detailed action plan will be developed, including regular monitoring and reporting on the progress and impact of the Strategy.

**Decision**

Proceed with recommendations

**Date of Review**

November 2024