Equality Impact Assessment
Validation Decision Notice

<table>
<thead>
<tr>
<th>EIA Reference Number</th>
<th>189</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service, policy, or strategy</td>
<td>Proposed reduction of core funding to voluntary/community organisations for 2013/14</td>
</tr>
<tr>
<td>Element(s) assessed</td>
<td>All</td>
</tr>
<tr>
<td>Names of Assessors</td>
<td>Grants Funding Officers, HR Business Partner, Policy Officer</td>
</tr>
</tbody>
</table>

Consider:

<table>
<thead>
<tr>
<th>Was discrimination or disadvantage identified?</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Was the service promoting equality?</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Could the service be improved in promoting equality?</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Are the customers' needs understood and met?</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected?</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Does the summary report properly reflect the key findings of the assessment?</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Is the summary report clear and easy to understand?</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>If improvements have been identified, do they reflect and deal with the key findings?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The decision is to: Validate ✓ Not validate     

The reason/s for the decision are: please give details below

Validation given – information correct ✓

Not validated – decision not to proceed as EIA incorrect

Not validated - screening error

Not validated – research/consultation error

Not validated – improvement error

Signed

Laura Taylor

Designation

Corporate Director

Date

17 January 2013
Stage 1

STAGE 1 – Briefing Note

<table>
<thead>
<tr>
<th>EIA ID (Sinbad reference number)</th>
<th>189 - Proposed reduction of core funding to voluntary/community organisations for 2013/14</th>
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<tbody>
<tr>
<td>Date of meeting</td>
<td>5/12/12</td>
</tr>
<tr>
<td>Job Titles of assessors</td>
<td>Grants Funding Officers, HR Business Partner, Policy Officer</td>
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Introduction & Assessment Findings

This EIA considers the impact of the proposed change to the process of providing revenue funding to voluntary or community sector organisations for 2013/14. This covers organisations who deliver services from the cultural/arts, community school, voluntary, sports and environment/conservation sectors. The Medium Term Financial Strategy (MTFS) proposes a 15% reduction in grant funding in 2013/14. This assessment specifically considers the protected characteristics and other potentially vulnerable groups and looks at ways of mitigating any potential adverse effects of the proposal. The information from this assessment will be included in the Cabinet Report to inform the decision-making process.

A workshop was held with voluntary/community organisations in July 2012 to set out the financial context for 2013/14 and beyond and to discuss the process, consider any initial concerns from organisations regarding the impact of the proposed changes on their service users. The application form for 2013/14 requested equalities data from applicants to help determine whether any particular/vulnerable groups would be affected by any reductions to funding. An impact assessment form was also issued to take into account the effects of reductions on the organisation, their services and the clients which they support. Applicants were asked to provide evidence of the impact of 15%, 20% and 100% reduction. Annual review meetings were held with organisations, which offered an opportunity for equalities issues to be raised and the impact of funding reductions to be discussed.

During the grant funding assessment each organisation was considered on a case by case basis, using the information/evidence provided. A consistent and fair approach was taken and the potential adverse effects of the proposed changes on protected characteristics and other vulnerable groups were identified and minimised as much as possible.

Justification

It was decided to go to the screening stage as the proposal to change funding levels has a potential impact on different protected characteristics groups.
Appendix 2 - Equality Impact Assessment (EIA) Summary Report

Stage 6

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Assessment and Customer Group

This EIA considers the impact of the proposed change to the process of providing revenue funding to voluntary or community sector organisations for 2013/14. This covers organisations who deliver services from the cultural/arts, community school, voluntary, sports and environment/conservation sectors. The Medium Term Financial Strategy (MTFS) proposes a 15% reduction in grant funding in 2013/14. This assessment specifically considers the protected characteristics and other potentially vulnerable groups and looks at ways of mitigating any potential adverse effects of the proposal. The information from this assessment will be included in the Cabinet Report to inform the decision-making process.

This assessment has taken into account the Equality and Human Rights guidance on ‘Making Fair Financial Decisions’ and the analysis that has taken place has been designed to ensure that the council pays due regard to the Public Sector Equality Duty, Equality Act 2010.

Consultation and Research

A workshop was held with voluntary/community organisations in July 2012 to set out the financial context for 2013/14 and beyond and to discuss the process, consider any initial concerns from organisations regarding the impact of the proposed changes on their service users. The application form for 2013/14 requested equalities data from applicants to help determine whether any particular/vulnerable groups would be affected by any reductions to funding. The equalities data captured through the application process is being analysed as part of the review process and monitoring will take place with funded organisations to ensure that the effects of the proposed funding allocations do not have a disproportionately negative impact on protected characteristics groups.

An impact assessment form was also issued to take into account the effects of reductions on the organisation, their services and the clients which they support. Applicants were asked to provide evidence of the impact of 15%, 20% and 100% reduction. Annual review meetings were held with organisations, which offered an opportunity for equalities issues to be raised and the impact of funding reductions to be discussed.

During the grant funding assessment each organisation was considered on a case by case basis, using the information/evidence provided. A consistent and fair approach was taken...
Appendix 2 - Equality Impact Assessment (EIA)
Summary Report

Stage 6

and the potential adverse effects of the proposed changes on protected characteristics and other vulnerable groups were identified and minimised as much as possible.

Key Individuals and Organisations

Data was obtained from funding partners assessed through the standard grant procedure. The EIA panel, Equality Working Group and Equality Strategy Group oversaw the EIA process. Proposals will be decided by Cabinet in January 2013.

Assessment Findings and Action Points

As part of the screening process, some positive impacts have been identified (e.g. standstill or reduced funding has been proposed to some organisations working with vulnerable clients, young people and/or those in rural areas).

Potential negative impacts have also been identified, e.g. where reductions have been proposed to organisations which work primarily with older people or those with disabilities. However, the proposed reductions are considered to be manageable and take into account the wider context.

Some concerns identified in the survey responses from voluntary/community organisations about the impact of proposed reductions in funding on services and groups include:

- Reduction in the level of service delivered/programmes offered
- Increased cost in some instances to end user for activities and reduced concessions
- Reduced time available for recruiting
- Knock-on loss in funding from other organisations
- Need to review viability of work currently being delivered
- Possibility of discontinuing some activities

The key equalities groups highlighted that could be affected by the proposed reduction to funding are: age (older and young people) and individuals with disabilities. The equalities data gathered from application forms shows similar trends in the groups that could be affected. This equalities information has been taken into account during the review process to ensure that the proposed reduction in funding for each organisation is proportionate and that it does not cause a total loss of service.

Actions identified that could mitigate any potential adverse impact of the proposed changes on protected characteristics groups form part of the Action Plan of this EIA and include:

- Continued equalities monitoring of grant-funded organisations service users to gain a better understanding of the impact of proposed changes to grants on protected characteristics and other vulnerable groups.
Appendix 2 - Equality Impact Assessment (EIA)
Summary Report

Stage 6

- Continued support from grants officers to signpost and advise organisations regarding links to external funding sources or relevant training opportunities.
- Referring organisations to Basingstoke Voluntary Services to receive further support with sources of funding.

Recommendations

Future funding decisions need to be proportionate and equalities information should continue to be taken into account (where available) as part of the review process of core funding. This will allow for a better understanding of the current client profile and the impact of proposed changes to grants on protected characteristics and other vulnerable groups. This information needs to be monitored regularly to ensure that there is not a disproportionate effect on any of the protected characteristics groups and that any unforeseen disadvantages of the proposal are identified and addressed.