

Integrated Impact Assessment Form

Promoting Equality, Human Rights, and Sustainability

Title of Policy/ Proposal	<i>Midlothian Grants Project 2019 - 2021</i>
Completion Date	<i>18 May 2018</i>
Completed by	<i>Paul Johnson</i>
Lead officer	<i>Stephen Bermingham</i>

Type of Initiative: Please put this section back as was and tick/infill the relevant boxes

Policy/Strategy	✓
Changing / Updated	✓
Programme/Plan	<i>Proposed</i>
Project	<i>Midlothian Grants 2019 - 2021</i>
Service	<i>Education Communities and Economy</i>
Function	<i>Communities Team</i>
Statement of Intent	<i>The project is aimed at improving the quality of life of people living in Midlothian communities.</i>

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

Applications are invited and processed from local community groups, charities, or social enterprises for awards from Midlothian Grants Fund. Small and large grants have been streamlined so small and large organisations can apply for funding on an equal footing. The grants programme will cover a three year period from 2019-2021. There are three type of grants:

Grant	Maximum annual award	Maximum 3 year award	Timescale
Micro	£500	£1500	Every 6-months
Small	£2000	£6000	Annually
Large	£33,500	£100,500	Every 3-years

The projects are aimed at improving the quality of life of people living in Midlothian communities. All awards should demonstrate how they meet the priorities of the Single Midlothian Plan and how they will reduce the gap in learning outcomes, health outcomes, and economic circumstances. There are five themes in this Plan. Grants should fund activities that further the priorities in at least one of the five themes:

1. Adult Health and Care
2. Community Safety
3. Getting It Right for every Midlothian Child
4. Improving Opportunities for the people of Midlothian
5. Sustainable Growth

Applications will be welcomed from community groups, charities, and social enterprises. Grant funding can be used for things like:

- Volunteer expenses
- Running costs
- Start-up costs for new projects
- Staff costs
- Buying equipment

Some activities are not eligible for grant funding. It cannot be used to:

- Repair buildings
- Pay for Religious Services or Religious Materials
- Be spent exclusively on consultancy fees
- Pay for material that is designed to support political activity or a political party

What will change as a result of this policy?

- Communities of interest and place will have more capacity to act for the benefit of their community
- Communities of interest and place will be more resilient, cohesive and safer
- Local communities will be better enabled to thrive through community action, the development of social enterprise and community assets
- Anchor organisations (e.g. Community Councils, Development Trusts) will have an improved ability to represent their local communities and deliver services
- The third sector will be supported to grow and able to influence the community planning process
- Key economic sectors will be supported to grow
- Individuals will be better equipped to access the labour market
- The quality of life of Midlothian residents will be improved through lifelong learning
- Midlothian residents will be better able to be successful learners and are more likely to go on to positive destinations when they leave learning
- Individuals in Midlothian will have improved health and wellbeing through participating in physical activity
- Individuals in Midlothian will have an increased number of affordable and accessible opportunities to engage in more healthy lifestyles (physical and mental health and wellbeing)

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no	
The policy/ proposal has consequences for or affects people		Yes
The policy/proposal has potential to make a significant impact on equality		Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes		Yes
The policy/proposal is likely to have a significant environmental impact		No

Low Relevance	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	No
The policy/proposal has no/ minimal impact on the environment	No
<p>If you have identified low relevance, please give a brief description of your reasoning here and send it to your Head of Service to record.</p> <p>If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.</p>	

3. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	<p>Best practice would dictate that that awareness of the availability of awards should be promoted Midlothian wide, with particular emphasis in the 3 'priority areas' (Mayfield and Easthouses, Gorebridge and Mayfield).</p> <p>The Midlothian profile of 2017 demonstrate that these populations have poorer outcomes than other communities in Midlothian</p> <p>Promotion of availability of grants is focussed on the 3 'priority areas' (Mayfield and Easthouses, Gorebridge and Mayfield) but work is also undertaken on Midlothian-wide basis.</p> <p>A new type of grant has been introduced that is intended to meet the needs of smaller, community based groups</p>
Data on service uptake / access	<p>In the 2018 / 19 Small Grant process 55 groups applied for the Developing Communities stream, 21 groups applied for the Employability Learning and Training stream and 55 groups applied for Health and Physical Activity funding. In total 89 groups received funding.</p> <p>In 2015, 37 groups successfully applied for Large Grant Funding (was for the period 2015/18 and has been extended until 2019)</p>

	<p>Feedback (from recipients of previous grants projects) through evaluation undertaken in 2017 indicates that previously, some groups found the application forms challenging to complete. They have been reviewed and simplified where possible.</p> <p>Previous applicants have been contacted to promote the process.</p> <p>Groups (especially minority groups) who have not previously applied have been identified and approached.</p>
Data on quality/outcomes	Review has been undertaken. Evaluation and monitoring has been undertaken and this has shown that the outcomes as result the grant make process make a significant difference to population in Midlothian.
Research/literature evidence	Information has been used from Neighbourhood Profiles, Midlothian Council service plans and partner agencies' service plans
Service user experience information	Evidence shows that previously, some groups found the application forms challenging to complete. They have been reviewed and simplified where possible.
Consultation and involvement findings	Evidence shows that direct contact has resulted in increased applications therefore groups have been contacted directly rather than using drop-in sessions.
Good practice guidelines	The grants process is undertaken within the guidelines of the National Standards for Community Engagement
Other (please specify)	Survey Monkey 2016
Is any further information required? How will you gather this?	No

4. How does the policy meet the different needs of and impact on groups in the community?.

Equality Groups	Comments – positive/ negative impact
Older people, people in the	Positive - When they make an application, grant awards will enable people in these groups or organisations

middle years,	working with these groups, to access funds to sustain or develop their activities. These activities have a positive impact on people improving access to opportunities to reduce isolation, socialise, learn, or develop new skills. Some may find the process of applying for a grant a little difficult or time consuming. However, the Communities Team will contact the group to offer support and the 'Micro' grant will have a simplified application process.
Young people and children	Positive - When they make an application, grant awards will enable people in these groups or working with these groups, to access funds to develop and sustain their activities. The grant will enable to young people and children to access new opportunities for activities such as play, expanding their horizons through exposure to new experiences or, for teenagers support on issues such as health and well-being or supporting the development of employability skills
Women, men and transgender people (includes issues relating to pregnancy and maternity)	Positive - When they make an application, grant awards will enable people in these groups or working with these groups to access funds to develop and sustain their activities. This may include extending provision to support activities in rural areas, promoting the availability of services for members, or improving and knowledge and information for members of these groups.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	Positive - Groups supporting disabled people are included in promotion of the availability of grants. Targeted support will be provided. It is anticipated that grants will enable groups to improve opportunities for socialisation, improve levels of physical activity, and develop skills that will enable them to lead lives that are more independent.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	Positive - Work with Lifelong Learning and Employability and English for Speakers of Other Languages service supports the promotion of the availability of grants with members of these groups. Grant awards will enable people in these groups to access funds to develop and sustain their activities through developing literacy skills, and improving employability skills.
Refugees and asylum seekers	Positive - Work with Lifelong Learning and Employability and English for Speakers of Other Languages service will support the promotion of the availability of grants with members of these groups. Grant awards will enable people in these groups to access funds that will enable

	them to promote cultural awareness, develop employability skills and support the process of becoming an integral part of the Midlothian community
People with different religions or beliefs (included people with no religion or belief.	Neutral - Faith based groups are able to apply in order to facilitate their group's activities but not the promotion of religious activities.
Lesbian; gay bisexual and heterosexual people	Positive - Grant awards will enable people in these groups to access funds to develop and sustain their activities such as promoting community awareness of the issues they may face, or supporting the provision of social groups, health groups and arts groups.
People who are unmarried; married or in a civil partnership	Positive - Grant awards will enable people in these groups to access funds to develop and sustain their activities such as raising awareness of the issues they may face
Those vulnerable to falling into poverty	
Unemployed	<p>Positive - The process of promoting the grants project takes into account the needs of these groups through provision of activities such as job clubs, developing literacy and numeracy skills and opportunities to socialise and share knowledge and information.</p> <p>Individuals will be better equipped to access the labour market.</p> <p>There will be particular emphasis on targeting Midlothian's 3 'priority areas', (Mayfield and Easthouses, Gorebridge and Mayfield).</p>
People on Benefits	Positive - Actions will include targeting specific groups and using a range of methods to promote the availability of these grants.
Single Parents and vulnerable families	Positive - The grants project will enable applicants to provide services that will improve outcomes for the people that they support, including Single Parents and members of other vulnerable groups will support vulnerable people in these categories.
Pensioners	Positive - The policy of supporting voluntary groups through the provision of grants, facilitates the provision of services, such as welfare advice, pensions information or the provision of state benefits (frequently unclaimed)
Looked after Children	Positive - This policy will enable the provision of support for the members of this equality group, e.g. Midlothian

	based kinship care groups have previously been awarded a grant to contribute to the cost of providing services such as peer support, advice on the availability of financial support, developing opportunities for socialisation, information sharing and social activities.
Those leaving care settings (including children and young people and those with illness)	Positive - This policy will enable organisations who work with care leavers to apply for funding to support young people to engage in education and training, find employment, increase skills to live independently and maintain family contact.
Homeless People	Positive – Application for grants will support groups in their provision of services to and for homeless people.
Carers (including young carers)	Positive - This policy will enable the provision of support for the members of to access services such as advice on the availability of financial support, developing opportunities for socialisation, information sharing, and social activities.
Those involved in the criminal justice system	This policy will enable local groups to provide support for people (in the Criminal Justice system) when returning to employment and the provision of welfare advice
Those living in the most deprived communities (bottom 20% SIMD areas)	Positive - There will be particular emphasis on promoting applications from groups who are working within Midlothian's 3 'priority areas', (Mayfield and Easthouses, Gorebridge and Mayfield).
People misusing services	It is anticipated that successful grant applications will support services working with members of this equality group. With support, the numbers of people misusing service are like to decrease.
People with low literacy/numeracy	Positive - Grant awards will enable groups to access funds to develop and sustain their activities that seek to assist people to develop literacy skills, and improve employability skills.
Others e.g. veterans, students	Positive - Grant awards will support members of these equality groups at a transition point in their lives. Successful grant applications will facilitate the provision of services such as the development of employability skills, provision of opportunities for meeting and sharing information and thereby reducing isolation.
Geographical Communities	

Rural/ semi-rural Communities	Groups in this category are able to apply for this funding
Urban Communities	Groups in this category are able to apply for this funding
Coastal Communities	Midlothian has no coastal communities

5. Are there any other factors that will affect the way this policy impacts on the community or staff groups?

No

6. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

NO

7. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

We will work with groups, including Midlothian Voluntary Association (MVA), and Lifelong Learning and Employability (LLE) to promote the availability of grant funding. Community Officers will have a role in supporting groups throughout the funding application process. Where appropriate the Communities Team will seek support from organisations who support these equality groups.

Further, information published by Midlothian Council can be provided on request in many of the community languages and in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity & Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

8. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human Rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Communities of interest and place will have more capacity to act for the benefit of their community
	Communities of interest and place will be more

	<p>resilient, cohesive and safer</p> <p>Local communities will be better enabled to thrive through community action, the development of social enterprise and community assets</p> <p>Anchor organisations (e.g. community councils, development trusts) will have improved ability to represent their local communities and deliver services</p> <p>The third sector will be supported to grow and able to influence the community planning process through provision of a grant</p>
Promotes good relations within and between people with protected characteristics and tackles harassment	Local communities will be better enabled to thrive through community action, the development of social enterprise and community assets
Promotes participation, inclusion, dignity and self- control over decisions	<p>Communities of interest and place will have more capacity to act for the benefit of their community</p> <p>Communities of interest and place will be more resilient, cohesive and safer</p>
Builds family support networks, resilience and community capacity	Community capacity may be increased through grant aided community activities.
Reduces crime and fear of crime	Communities of interest and place may be more resilient, cohesive, and safer if the grant is used to reduce crime and fear of crime.
<p>Promotes healthier lifestyles including</p> <p>Diet and nutrition</p> <p>Sexual Health</p> <p>Substance Misuse</p> <p>Exercise and physical activity</p> <p>Life Skills</p>	<p>Individuals in Midlothian may have improved health and wellbeing through participating in physical activity</p> <p>Individuals in Midlothian may have an increased number of affordable and accessible opportunities to engage in more healthy lifestyles (physical and mental health and wellbeing)</p>
Environmental	

Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	Local communities may be better enabled to thrive through community action, the development of social enterprise and community assets. Communities of interest and place may have more capacity to act for the benefit of their community
Plan for future climate change	N/A
Pollution: air/ water/ soil/ noise	N/A
Protect coastal and inland waters	N/A
Enhance biodiversity	Use of grant money for this purpose could enhance biodiversity.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	N/A
Reduce need to travel / promote sustainable forms of transport	Possible positive effect if grant money is used to help the environment in this way.
Improves the physical environment e.g. housing quality, public and green space	Possible positive effect if grant money used to help the environment in this way.
Economic	
Maximises income and /or reduces income inequality	Positive - Grants will support groups (e.g. Mayfield and Easthouses Development Trust, Citizens Advice Bureaux), to be able to provide services such as job clubs and provision of welfare advice that maximises income and reduce income inequality
Helps young people into positive destinations	Positive - Grants will support groups working with young people to provide training opportunities, develop their employability skills and thereby increasing self-esteem and confidence
Supports local business	
Helps people to access jobs (both paid and unpaid)	Positive - Grants will support groups to be able to provide services such as job clubs, employment related training and development of volunteering opportunities

Improving literacy and numeracy	Positive - Grants will enable voluntary and third sector groups to engage their participants in activities that will promote the improvement of literacy and numeracy skills. Local people will then be better prepared and more confident to engage in activities that improve their personal economic situation
Improves working conditions, including equal pay	Positive - The policy will support the development of activities that will enable local people to be better informed and confident in challenging poor working conditions
Improves local employment opportunities	Positive - Local people will have increased access to services that support their personal development, educational attainment and consequently, improve readiness to access employment opportunities.

9. Is the policy a qualifying Policy, Programme, or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

NO

10. Action Plan Revisit this section when you have revisited each section.

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. Sign off by Head of Service/ ~~NHS Project~~ Lead

Name  CIAN JOHNSON, Head of Communities and Economy

Date 12th July 2018.

The final version needs to be signed-off and dated by your Head of Service. It cannot be delegated to lower than Head of Service nor the Integrated Impact Assessment (IIA) processed further without signature as detailed.

Further, once passed through quality assurance (me), signed and dated the form needs to be converted to PDF format and sent to Democratic Services with your Council report for publishing. It is important to follow the process because from June Council onwards if your IIA is not completed as required the report it accompanies will not go to Council etc.

Any questions email or telephone me.

Lesley Crozier

18 May 2018

