

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Midlothian Council Grants 2022 - 2025
Completion Date	June 2021 Updated November 2021
Completed by	Karen McGowan
Lead officer	Karen McGowan

Type of Initiative:

Policy/Strategy

Programme/Plan

New or Proposed

Project

Changing/Updated

Service

Review or existing

Function

Other

Statement of Intent

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.

A review of the grants programme was undertaken which included consideration of those most in need from protected characteristic groups, including poverty.

Review

A stakeholder survey was undertaken and the results were analysed and key representatives from the council and the Third Sector Interface (TSI) refreshed the grants stream to:

- reflect the Single Midlothian Plan (SMP) priorities; reduce the gap in learning outcomes, health outcomes, economic circumstances and becoming carbon neutral by 2030
- increase the small grant limit to £3,000 annually
- retain large grants at 3 year allocations
- withdraw micro grants incorporate them in to the small grants

Support

Funding training will be offered by Midlothian Voluntary Action (MVA).

Joint funding surgeries with Communities Lifelong Learning and Employability (CLLE) and MVA will be offered to provide further guidance for large grant applicants.

The guidance notes will be refreshed and include examples to help groups when completing their application.

Process

Large Grant Applications will be open from 6 September – 15 October 2021.

Small Grant Applications will open from 1 November 2021– 5 January 2022.

The grants programme will cover a three year period from 2022-2025.

Small grants are available on an annual basis.

Grant	Maximum annual award	Maximum 3 year award	Timescale
Small	£3,000	£9,000	Annually
Large	£33,500	£100,500	Every 3 years
Community Councils	£10,000 allocated per year for community council running costs and competitive project bids		

Grant funding can be used for things like volunteer expenses, running costs, start-up

costs for new projects, staff costs and 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 and pay for material that is designed to support political activity or a political party.

Scoring

A cross-party group of elected members will be involved in scoring all streams and will be supplemented by other council officers and representatives from health with specific remits and expertise, members of the TSI and volunteer community members. A core group of council officers from Communities Lifelong Learning and Employability (CLLE) will facilitate and record the sessions but will not score applications. A review and analysis will take place after initial recommendations are made for funding to identify any implications for key protected characteristic groups. Transition funds as part of the large grant scheme will be considered for protected characteristic groups.

What will change as a result of this policy?

- Organisations allocated funding for 2022 – 2025 and the people they work with may not be the same as the current 3 year allocations (2019-22) this means those who are not funded may have to stop their service and reduce their staffing.
- Approx 20 – 30 organisations will be funded through the large grants stream to deliver on the SMP priorities which address inequalities and reduce carbon emissions to the value of £1.56m over 3 years,
- Approx 25 – 35 organisations will be funded through the small grants stream to deliver on the SMP priorities which address inequalities and reduce carbon emissions to the value of £240,000 over 3 years.
- 16 community councils and the Federation of Community Councils will have the opportunity to apply for running costs and projects through the £10,000 ring fenced for community councils per year.

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

High Relevance	Yes/no
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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	Yes
<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>The evidence from the Midlothian Profile and SIMD continues to highlight the 3 priority areas - Mayfield and Easthouses, Gorebridge and Central Dalkeith/Woodburn should be prioritised.</p> <p>Midlothian's population is characterised by:</p> <ul style="list-style-type: none"> • larger than average young, and retired, segments; • a slightly smaller than average working-age population; and • the female proportion of the retired population increasing as it ages
Data on service	A year on year evaluation of the impact of the grants

uptake/access	on local people including the numbers taking up the services and the difference it has made including reducing social isolation, increasing qualification levels and improving health and wellbeing.
Data on quality/outcomes	<p>Large grant monitoring is undertaken every 6 months and includes gathering impact statements and tracking against the SMP priorities. A link officer is appointed for each organisation in receipt of a large grant.</p> <p>Small grants are evaluated annually.</p>
Research/literature evidence	The Midlothian Profile, Citizens Panel and the SMP provide an evidence base of the needs of the residents in Midlothian and inform the criteria for the large and small grants which are to reduce the gap in learning outcomes, health outcomes, economic circumstances and becoming carbon neutral by 2030.
Service user experience information	A review of the grants programme was undertaken which included consideration of those most in need from protected characteristic groups, including poverty. This involved key representatives from the council and the TSI based on feedback from a stakeholder survey. The survey highlighted the importance of the grants programme, particularly the large grants in supporting staff posts and core costs, the desire to continue the large grants to cover a 3 year period to provide sustainability and the increase of small grants from £2,000 to £3,000.
Consultation and involvement findings	The grants process continues to be developed using a co-production model. In line with the Midlothian COMPACT TRACK values —Togetherness, Respect, Accountability, Creativity and Kindness—this ensures that the relationships between our sectors develop in ways which ensure the best outcomes for local communities.
Good practice guidelines	The grants process is carried out in line with Following The Public Pound policy.
Other (please specify)	
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 middle years,	Positive - opportunities to reduce social isolation, improve health and wellbeing and develop new skills.
Young people and children	Positive - enable young people and children to access new opportunities, receive 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 - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training and improve written and spoken language skills.
Refugees and asylum seekers	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training and improve written and spoken language skills.

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 activities such as promoting community awareness, supporting the provision of social, health and arts groups.
People who are unmarried; married or in a civil partnership	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Those vulnerable to falling into poverty	
Unemployed	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
People on Benefits	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
Single Parents and vulnerable families	Positive - opportunities to receive specialist support and improve health and wellbeing.
Pensioners	Positive - opportunities to reduce social isolation, improve health and wellbeing and develop new skills.
Looked after Children	Positive - opportunities to receive specialist support and improve health and wellbeing.
Those leaving care settings ((including children and young people and those with illness)	Positive - opportunities to receive specialist support and improve health and wellbeing.
Homeless People	Positive - opportunities to learn

	new skills and increase access to employment, education and training and access to income maximisation support.
Carers (including young carers)	Positive - opportunities to receive specialist support and improve health and wellbeing.
Those involved in the criminal justice system	Positive - opportunities to learn new skills and increase access to employment, education and training.
Those living in the most deprived communities (bottom 20% SIMD areas)	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
People misusing services	Positive - opportunities to receive specialist support and improve health and wellbeing.
People with low literacy/numeracy	Positive - learn new skills and increase access to employment, education and training and improve written and spoken language skills.
Others e.g. veterans, students	Positive - opportunities to receive specialist support and improve health and wellbeing.
Geographical Communities	
Rural/ semi rural Communities	Applications are welcome from all communities across Midlothian.
Urban Communities	Applications are welcome from all communities across Midlothian.
Costal Communities	n/a

5. Are there any other factors which 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?

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 Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Third sector organisations will be able to continue to provide locally based services addressing the needs of their local communities.
Promotes good relations within and between people with protected characteristics and tackles harassment	Third sector organisations will be able to continue to provide locally based services addressing the needs of their local communities.
Promotes participation, inclusion, dignity and self- control over decisions	Volunteer grant panel vacancies were advertised via Myjobscotland and through existing networks. They had an equal say in the scoring of applications.

	Unsuccessful applicants will not be identified in the public report to protect their dignity.
Builds family support networks, resilience and community capacity	Those funded will benefit through enhanced family support, resilience and community capacity support. Those not funded will be offered tailored support to attract additional resources and funding.
Reduces crime and fear of crime	N/A
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	Those funded will benefit through enhanced support focussing on health and wellbeing. Those not funded will be offered tailored support to attract additional resources and funding.
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	Grants will support projects that aim to reduce carbon emissions.
Plan for future climate change	Grants will support projects that aim to reduce carbon emissions.
Pollution: air/ water/ soil/ noise	Grants will support projects that aim to reduce carbon emissions.
Protect coastal and inland waters	Grants will support projects that aim to reduce carbon emissions.
Enhance biodiversity	Grants will support projects that aim to reduce carbon emissions.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	n/a
Reduce need to travel / promote sustainable forms of transport	Grants will support organisations to provide locally based opportunities.
Improves the physical environment e.g. housing quality, public and green space	2 projects in the large grant applications were not eligible as they were for capital projects but they have been noted for future discussion for alternative capital funds.

	<p>Capital spend, particularly in the carbon emissions stream; will be reviewed for the next 3 year funding stream.</p> <p>2 projects in the small grant applications were not eligible as they were for capital spend.</p>
Economic	
Maximises income and /or reduces income inequality	Grants will support organisations to be able to provide income maximisation support.
Helps young people into positive destinations	Grants will support organisations to be able to provide employability programmes.
Supports local business	n/a
Helps people to access jobs (both paid and unpaid)	Grants will support organisations to be able to provide services such as job clubs, employment related training and development of volunteering opportunities
Improving literacy and numeracy	Grants will support organisations to engage their participants in activities that will promote the improvement of literacy and numeracy skills.
Improves working conditions, including equal pay	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	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

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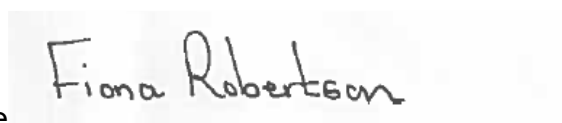
10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Some services might not be delivered creating a gap in delivering the outcomes of the SMP.	After an analysis of the allocations of the large grant funding gaps were identified affecting 4 services/ applications.	In agreement with the panel, we have created a Transition fund to support these 4 organisations.	Create recommendation of fund November 2021 and provide 3 years ongoing support.	Karen McGowan
54% of large grant applications will not be funded possibly resulting in no or reduced services delivery and potential staff redundancies.	Due to the amount of funding available for large grants (£1.56m) and the value of applications received (£4.5m) there will be services and organisations who will not be funded.	Offering business planning and funding support from MVA and CLLE to support groups to look at alternatives.	After decisions are agreed at the council meeting on the 14 December 2021 decisions will be communicated to all applicants with the offer of receiving feedback and support.	Karen McGowan
34% of small grant applications will not be funded	Due to the amount of funding available for small grants (£89,000) and the value of applications received	Offering funding support from MVA and CLLE to support groups to look at alternative	All decisions are agreed at the council meeting on 15 February 2022, decisions will be communicated to all applicants with the offer of	Karen McGowan

	(£137,140) some organisations and projects will not be funded.	sources of funding.	receiving feedback and support.	
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11. Sign off by Chief Officer

Signature



Name

Fiona Robertson

Date

24 January 2022