

Midlothian Council Equality Impact Assessment Form



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Revision History

Revision date	Version	Summary of Changes	Changes made by	Changes marked
18.11.14	0.1	First draft begun.	JM	-
25.11.14	0.2	Updated with finalised grant proposals.	JM	-

Section A: Introduction

1. Title of policy, procedure or function being assessed

Recommendations regarding Council grant funding awards for the period 2015/16 – 2017/18.

2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Council representatives from:

- Education and lifelong learning
- Adult & Social Care
- Property & Facilities Management (Sports & Leisure)
- Communities & Economy (Regeneration & Social Policy)
- Children's Services (Performance & Planning)
- Finance & ISS (Financial Services)

3. Date started:

18 November 2014

Date completed:

Section B: Information

1. Please describe the Policy, Procedure or Function you are impact assessing

Recommendations for grant fund awards which have been made by four grant panels (Employability, Poverty, Health & Physical Activity and Developing Communities). There are recommendations for small grants (up to £3000) for the period 2015/16 and for standard grants (above £3000) for the period 2015/16 – 2017/18. This EqIA follows an EqIA originally completed for the Review of Midlothian Council Grants Process.

2. What information and consultation data do you have to inform your assessment? What does it tell you?

An equality impact assessment was undertaken of the Review of Midlothian Council grants which resulted in the process that has been followed to determine the grant awards. The review looked at data relating specifically to equalities groups such as current grant recipients, other grants available which have an equalities focus, information from a workshop with Midlothian People's Equality Group and a survey of voluntary organisations. Crude analysis of current grants showed that the majority of any current impact on equalities is in terms of poverty. There is also significant impact in age (older or young people), some impact on disability, sex (gender), and a small level of impact regarding sexual orientation and race. There is no direct impact from current grant funding on the protected characteristics of religion/belief, pregnancy, gender reassignment or marriage.

The application form for grants required the applicant to explain if they planned to restrict who could take part in their project/service and to detail activities which would ensure that everyone in the community knows about and can access their service. This information was taken into account by the scoring panels.

The recommended grant fund awards have been analysed for equalities impact by associating each applying organisation with one or more protected characteristic. Those organisations that are recommended to receive funding would result in a positive impact; a negative impact would result for any organisation that currently receives funding and will lose it going forward. The assessment shows:

Employability:

- Most standard grant applications relating to poverty, sex and disability have been recommended for funding.
- Small grants positively impact on age, disability, sex and poverty.

Poverty:

- Both successful and unsuccessful applications relate to age, disability and poverty.

Health and physical activity:

- Successful standard grant applications relate to the majority of protected characteristics.

Developing communities:

- Both successful and unsuccessful standard grant applications relate to the majority of protected characteristics.
- Successful small grant applications have a positive impact in relation to age, disability, sex and poverty.
- Overall negative impact due to oversubscription of available funding.

3. **Do you need more information or more consultation/engagement data?**

- a. Do you need anything more:
 - i. to do this Equality Impact Assessment (EQIA)
 - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- b. Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

No further information required at this stage.

Section C: Assessment

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

Race (this includes ethnic or national origins, colour and nationality)

Disability (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

Sex(male/female)

Age (all ages)

Sexual Orientation (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

Religion or belief (including having no religion or belief)

Pregnancy and maternity (having just had a baby or being pregnant)

Gender reassignment or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

Marriage and Civil Partnership

People experiencing poverty or at risk of poverty: (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

As you answer questions 7i. to 7iv. over the page:

a) Think about the policy, practice or function you are assessing and

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.

Continued.../

b) Consider whether the above people are likely to have different needs, or

be affected in different ways by what you are doing/proposing. e.g.

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

c) Consider the General Equality Duty requirements to pay due regard to the need to:

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

7i. Note any positive impacts on the above equalities groups

The proposals have a positive impact predominantly in terms of age, disability, gender and poverty.

7ii. Note any negative impacts on equalities groups

Overall there is negative impact from the proposals in relation to all protected characteristics, primarily due to the reducing budget over 3 years.

7iii. How significant would this negative impact be, and what kind of numbers would be affected?

The extent of negative impact varies depending on the organisation, in relation to the amount of funding currently received and the award going forward, and in the numbers of people serviced by that organisation.

Successful applicants are likely to require to transform working practice or find alternative sources of funding over time to address the funding gap. This issue may be more acute for current funding recipients who have been unsuccessful or partially successful in achieving a grant award.

7iv. Note any opportunities for making a positive impact on equalities groups.

There were previously equalities groups which did not appear to benefit from grant funding and have now had the opportunity to apply. The new approach includes assessing equalities as part of the scoring mechanism.

Most applications are associated with the protected characteristics of age, sex and poverty. Some applications are associated with other protected characteristics (e.g. race) and have been unsuccessful in funding. There is therefore a missed opportunity in directing funding

specifically towards these protected characteristics. These organisations are listed at Appendix 1.

Section D: Actions and Outcomes

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

8. Note any actions you will be taking as a result of this EQIA:

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

The grant panel leads have developed an action plan in relation to negative equalities (and other) impact regarding the grant fund award recommendations. Actions include:

- Staff and leadership training
- Access to a counselling service
- Awareness-raising and support in relation to alternative funding sources, in-kind support and partnership-working opportunities.

In addition the grant stream leads have considered where there is a missed opportunity to direct funding towards a protected characteristic e.g. there is little funding directed towards race. This list is provided at Appendix 1. The grant stream leads have identified where further advice and information can be provided to support applicants to bid successfully in future.

9. Please note any actions you have already taken as a result of this EQIA here.

None.

10. How will you track/monitor that the actions you mentioned in 8. have been achieved?

e.g. by adding them to a work plan, service plan etc.

The action plan will be presented to December 2014 Council and monitored thereafter as part of the grants implementation plan.

11. If you have decided not to take any action please note why this is, and any justification, here.

A significant negative impact, even if it affects only a small number of people, should be addressed.

Not applicable.

12. Is a more detailed assessment recommended?

No.

Appendix 1: Missed Opportunities

It is useful to consider missed opportunity for positive impact. The majority of grant applications are associated with at least one equalities protected characteristic (predominantly age, gender and poverty). The following is a list of organisations which are associated with at least one other protected characteristic (e.g. race) and which are unsuccessful in gaining year 1 funding. For these organisations there is therefore a missed opportunity in relation to the relevant protected characteristics shown below (as well as age, gender and poverty which most applications are associated with). It should be noted that there are other organisations which will receive reduced funding in years 1, 2 or 3 for which there is similarly a missed opportunity for positive equalities impact.

Highlighted items will receive committed Former Fairer Scotland Funding in year 1 but not additional funding requested.

The grant stream leads have identified where further advice and information can be provided to support applicants such as those below to bid successfully in future.

Grant stream	Ref	Application	Protected characteristic
Employability	ELTL2	LINKnet Mentoring Limited	Race and religion/belief
	ELT3	MC Lifelong Learning Working for Families	Pregnancy & maternity
	ELTL9	Thistle Foundation	Disability
	ELTL11	Peebles CAN	
	ELT12	Volunteer Centre Midlothian Activities	
Health	HPAL6	Caledonia Youth	All protected characteristics.
	HPAL18	Play Therapy Base	Disability and race.
	HPAS3	Waverley Care	All protected characteristics.
Poverty	PL8	Changeworks Resources for Life	Disability
	PL9	Intowork Welfare Rights	
Developing communities	DCL1	Kindred Advocacy	All protected characteristics
	DCL2	Marchburn Community Playgroup	
	DCL5	Pathhead Youth Project	
	DCL8	Family Mediation Lothian	
	DCL9	Bright Sparks Play Group	
	DCL11	The Mondo Loco Foundation	
	DCL12	Beeslack Family Disabled Club	
	DCL13	Bield Housing & Care	
	DCL15	Victim Support Scotland	
	DCL17	Lothian Autistic Society	
	DCL19	Dalkeith Community Football Club	

Grant stream	Ref	Application	Protected characteristic
	DCL21	Midlothian Sure Start - A good start	
	DCL26	Rosewell Development Trust Community Company Ltd	
	DCL28	Newtongrange Silver Band	
	DCL29	Newtongrange Silver Youth Initiative	
	DCL31	Penicuik Community Education Association	
	DCS78	Milan Senior Welfare Organisation Limited	Race