Predictive: assessing and analysing proposed changes to services, policies and budgets

Enfield Council

Predictive Equality Impact Assessment (EQIA) - Equality Analysis

ENFIELD COMMUNITY CAPACITY BUILDING FUND ROUND 3
FEBRUARY 2014
### 13. Predictive equality impact assessment/equality analysis template

Please complete this cover sheet

<table>
<thead>
<tr>
<th>Proposed change to service//budget</th>
<th>Enfield Community Capacity Building Fund Round 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officer completing the assessment</td>
<td>Shaun Rogan</td>
</tr>
<tr>
<td>Extension Number</td>
<td>3836</td>
</tr>
<tr>
<td>Service</td>
<td>Chief Executive's</td>
</tr>
<tr>
<td>Department</td>
<td>Communities, Communications, Policy and Partnership (CCPP)</td>
</tr>
<tr>
<td>Date impact assessment completed</td>
<td>26&lt;sup&gt;th&lt;/sup&gt; February 2014</td>
</tr>
</tbody>
</table>
Q1. Please provide a brief description of the service/policy/budget

The Enfield Community Capacity Building Fund is a targeted resource aimed at the local voluntary and community sector to stimulate needs-based added value projects that can supplement those provided through mainstream Council and partner services. An allocation of £150,000 of new Council funding has been made available for the third and final round of the Fund. Bids were invited that could demonstrate adding value to the building of community capacity in the borough from the local voluntary sector for activities that would not exceed 12 months in duration. An individual bid ceiling of £12,500 was set for bidders. Upon the closure of the bidding window at 5pm on 3rd December 2013, 40 bids had been received from local community and not-for-profit organisations. An officer-led sifting process was then enacted that ruled 19 bids out of further consideration due to ineligibility. The remaining 21 bids with a total value of £200,977.80 were prepared for consideration by the approval panel for the fund which is a Cabinet sub-Committee of Enfield Council. This body then made the decision to fund 15 of the received applications at the panel meeting convened on 25th February 2014. The total value of these approvals was £130,194.80. These approved projects, listed at Appendix 1 demonstrate an awareness of equalities in the borough that has ensured a full range of community interests and priorities have been addressed. The successful projects would then begin to roll out from April 2014.

Q2. Please provide a brief description of the proposed change(s) to the service/policy/budget

The process for Round 3 does not present a change to the service being offered but rather is the continuation a new funding stream that we wish to evaluate from an equalities compliance perspective. A similar exercise has been carried out by the Council covering the first two rounds of activity that was agreed in 2012 (Round 1) and March 2013 (Round 2).

Q3. Does equalities monitoring of your service show that the beneficiaries in terms of the recipients of the service, policy or budget, and the proposed change, include people from the following groups?

<table>
<thead>
<tr>
<th>R</th>
<th>Y</th>
<th>The organisations awarded funding generally provide services to all communities across the borough. Some are targeted at more specialist groups where evidence of under-representation and acute need exists. Approval of funding requires successful groups to monitor the services provided across a range of equality characteristics.</th>
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<tbody>
<tr>
<td>D</td>
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<td>P</td>
<td>Y</td>
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</tbody>
</table>

Q4. If you answered ‘no’ to any of the groups listed in Q3, please state why?

Q5. How will the proposed change eliminate discrimination, promote equality of opportunity, or promote good relations between groups in the community?
We believe that by operating a transparent funding opportunity, where identified need and the addressing of inequality across the spectrum of equalities areas forms an intrinsic part, we will be best placed to build overarching community capacity building opportunities, delivered in partnership with our local community groups that will benefit all residents, especially those facing significant disadvantage. The sponsoring of projects of this nature will contribute positively to community relations and strengthen the civic fabric of the borough.

### Section 2 – Consultation and communication

**Q6. Please list any recent consultation activity with disadvantaged groups carried out in relation to this proposal**

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<thead>
<tr>
<th>R</th>
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<tbody>
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<td>D</td>
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An open consultation process regarding the development and implementation of the Enfield Community Capacity Building Fund took place throughout 2011 in tandem with the development of the new Council – Voluntary and Community Sector (VCS) Framework document approved by the Council in November 2011. The third round of the fund has been trailed and discussed with the Voluntary Sector Strategy Group during the summer/autumn of 2013. An email notifying all groups held on the Council VCS database notifying them of the opportunity was circulated to all VCS organisations we hold records of in October 2013 and was also promoted on the Council’s website and through our CVS partners, Enfield Voluntary Action.

**Q7. Please state how you have publicised the results of these consultation exercises, and what action you have taken in response**

<table>
<thead>
<tr>
<th>R</th>
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<tbody>
<tr>
<td>D</td>
<td>As above</td>
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<td>G</td>
<td>As above</td>
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As a result of feedback received, amendments were made to the funding guidance that increased transparency and ease of use. Similarly the grant application form was amended and simplified.
Section 3 – Assessment of impact

Q8. Please describe any other relevant research undertaken to determine any possible impact of the proposed change

An evaluation of the first and second rounds of the Fund was enacted (including an examination of the equality impact assessment/analysis (EQIA) that has helped inform the third round. We have also continued to monitor key statistical information relating to inequality in the borough and its impact on our residents.

Q9. Please list any other evidence you have that the proposed change may have an adverse impact on different disadvantaged groups in the community

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<tbody>
<tr>
<td>R</td>
<td>Not applicable – the funding is designed to stimulate needs-based added value projects that benefit disadvantaged groups</td>
</tr>
<tr>
<td>D</td>
<td>As above</td>
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<td>As above</td>
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<td>P</td>
<td>As above</td>
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Q10. Could the proposal discriminate, directly or indirectly, and if so, is it justifiable under legislation? Please refer to the guidance notes under the heading, 7. Useful Definitions

We have no reason to believe that the fund would have any discriminatory impact by being implemented in its present form. The range of proposals coming forward and the diversity of organisations making those proposals would lead us to believe that we are making the opportunity equally available and that it is being recognised as such by the community.

Q11. Could the proposal have an adverse impact on relations between different groups? If so, please describe

We have no reason to believe that the fund would have an adverse impact on relations between different groups. The coverage in terms of proposals received and the resultant approvals by the Cabinet sub-Committee Panel to award funds would lead us to believe that relations between groups should be enhanced rather than damaged.

Q12. How could this proposal affect access to your service by different groups in the community?

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<thead>
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</thead>
<tbody>
<tr>
<td>R</td>
<td>Improve the service by creating more meaningful interactions between the local authority and the group concerned</td>
</tr>
<tr>
<td>D</td>
<td>As above</td>
</tr>
<tr>
<td>G</td>
<td>As above</td>
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<tr>
<td>A</td>
<td>As above</td>
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<tr>
<td>F</td>
<td>As above</td>
</tr>
<tr>
<td>S</td>
<td>As above</td>
</tr>
</tbody>
</table>
Q13. How could this proposal affect access to information about your service by different groups in the community?

R

Improve the service by virtue of the open and far-reaching dissemination of the availability of funding into the community and notification of those relevant community groups that the opportunity for funding existed. It will also enhance the lines of communication between groups and the local authority by virtue of the funding opportunity taking place.

Section 4 – Tackling socio-economic inequality

Q14. Will the proposal in any way specifically impact on communities disadvantaged through the following socio-economic factors? Please explain below. If it does not, please state how you intend to remedy this (if applicable to your service), and include it in the action plan

Communities living in deprived wards/areas

The fund was designed to address deprivation through the targeting of added-value activities to support vulnerable groups across the range of equalities areas. We believe that the response generated means that this intention has been realised.

People not in employment, education or training

The fund and its supporting funding opportunity being delivered in partnership with London Councils ensure that funding can be awarded to activities that support people not in employment, education and training. We believe that the approvals made by the Panel reflect this knowledge and intention.

People with low academic qualifications

The fund and recent supporting funding opportunities being delivered in partnership with London Councils (£187,500 pot for employment related capacity building – approvals made in December 2013) ensures that funding can be awarded to activities that support people with low academic qualifications through some of the projects that have received approval. We believe that the approvals made by the Panel reflect this knowledge and intention.

People living in social housing

We believe that the fund as prescribed and the resulting proposals submitted will mean that people living in social housing will have the opportunity to engage with the proposals approved by virtue of their remit and the geographical proximity of many of them to our areas of social housing in the borough.
Lone parents
We believe that the fund as prescribed and the resulting proposals submitted will mean that lone parents will have the opportunity to engage with the proposals approved by virtue of their remit and the geographical proximity of many of them to our most deprived wards where levels of lone parent prevalence are greatest.

People on low incomes
We believe that the fund as prescribed and the resulting proposals submitted will mean that people on low incomes will have the opportunity to engage with the proposals approved by virtue of their remit and the geographical proximity of many of them to our most deprived wards where levels of lone parent prevalence are greatest.

People in poor health
We believe that the fund as prescribed and the resulting proposals submitted will mean that people in poor health will have the opportunity to engage with the proposals approved by virtue of their remit and the geographical proximity of many of them to our most deprived wards where levels of poor health are greatest.

Any other socio-economic factor
We also believe that the fund will help with addressing areas such as social isolation, community cohesion, increased well being, community safety and youth diversion by the added value they will bring to the deprived and vulnerable communities the programme is aimed at.

Section 5 – Impact on staff

Q15. How have you consulted, or otherwise engaged with, all relevant staff about this proposal (including any staff on sickness or maternity leave)?
The relevant staff within the organisation have been consulted and, in many cases, involved in the development and implementation of the fund.

Q.16 If your proposal involves a staff restructuring, how have you discussed this with relevant trade unions?
Not applicable

Q17. Does job matching of existing staff against the new proposed staff structure, following any assimilation process, indicate that any particular groups of staff are adversely affected more than others?
R  Not applicable.
D  Not applicable.
G  Not applicable.
A  Not applicable.
F  Not applicable.
S  Not applicable.
T  Not applicable.
M  Not applicable.
P  Not applicable.

Q18 Are there any proposed changes to working hours, work locations or duties likely to have a negative impact on particular groups of staff?
Section 6 - Miscellaneous

Q19. Do you plan to publicise the results of this assessment? Please describe how you plan to do this.

This assessment/analysis will be published on the Council website.

Q20. How and when will you monitor and review the effects of this proposal?

Performance management and monitoring of the programme is robust, and quarterly monitoring of the effects based on monitoring returns submitted by successful organisations will inform this. All recommendations made by internal audit in 2012 and 2013 have been acted upon. A final and full evaluation of the programme will be commenced in April 2015.
14. Action plan template for proposed changes to service, policy or budget

Proposed change to, or new, service, policy or budget……Enfield Community Capacity Building Fund Round 3……

Team:……CCPP (VCS Team)…. Department:……Chief Executive's…….

Service manager:……Niki Nicolaou………………

<table>
<thead>
<tr>
<th>Issue</th>
<th>Action required</th>
<th>Lead officer</th>
<th>Timescale</th>
<th>Costs</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Action proposals approved by Panel to initiate successful projects</td>
<td>Drafting of funding agreements.</td>
<td>Niki Nicolaou</td>
<td>February - March 2014</td>
<td>Within existing staff duties</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Joint sign off of funding agreements by delivery agents/local authority</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Run workshops with successful delivery agents to embed performance</td>
<td>Invitation to all successful applicants to attend.</td>
<td>Niki Nicolaou/Shaun Rogan</td>
<td>April – May 2014</td>
<td>Within existing staff duties</td>
<td></td>
</tr>
<tr>
<td>management objectives</td>
<td>Workshops successfully implemented.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance manage and monitor quarterly returns from successful</td>
<td>Mail out quarterly monitoring packs and guidance for completion.</td>
<td>Niki Nicolaou</td>
<td>July 2014 onwards</td>
<td>Within existing staff duties</td>
<td></td>
</tr>
<tr>
<td>delivery agents</td>
<td>Receipt and processing of returns (inc risk assessment and improvement planning where identified)</td>
<td></td>
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</tr>
</tbody>
</table>
**Summary of ECCBF Round 3 bids approved by the Cabinet sub-Committee on Tuesday 25th February 2014**

<table>
<thead>
<tr>
<th>Bid Ref</th>
<th>Successful Organisation</th>
<th>Funding Approved*</th>
<th>Project summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBF 3001</td>
<td>The Hanlon Centre</td>
<td>£11,818</td>
<td>Increasing opening hours and capacity of services to disadvantaged local people in key community hub</td>
</tr>
<tr>
<td>CBF 3002</td>
<td>Edmonton Dance Club for the Blind</td>
<td>£2,180</td>
<td>Supporting activities that reduce social isolation and build capacity amongst those with visual impairment and their carers</td>
</tr>
<tr>
<td>CBF 3003</td>
<td>Green Towers Luncheon and Drop In Club</td>
<td>£6,512</td>
<td>Capacity building and support for elderly Turkish residents</td>
</tr>
<tr>
<td>CBF 3007</td>
<td>Forty Hall Community Vineyard</td>
<td>£12,500</td>
<td>Building volunteering and developing skills for vulnerable adults</td>
</tr>
<tr>
<td>CBF 3010</td>
<td>Elevation Profile CIC</td>
<td>£11,840</td>
<td>Youth community leadership training and participation programme</td>
</tr>
<tr>
<td>CBF 3012</td>
<td>Breathe Easy Enfield</td>
<td>£1,850</td>
<td>Support for residents with chronic lung conditions</td>
</tr>
<tr>
<td>CBF 3013</td>
<td>African French Speaking Organisation</td>
<td>£11,500</td>
<td>Advice and information service for African French speaking community</td>
</tr>
<tr>
<td>CBF 3014</td>
<td>Third Age Challenge Group</td>
<td>£7,860</td>
<td>Capacity building for Turkish speaking women</td>
</tr>
<tr>
<td>CBF 3015</td>
<td>Naree Shakti</td>
<td>£5,840</td>
<td>Dementia outreach for Asian women and their families</td>
</tr>
<tr>
<td>CBF 3017</td>
<td>Over 50 Bangladeshi Society</td>
<td>£4,805</td>
<td>Capacity building and support for elderly Bangladeshi residents</td>
</tr>
<tr>
<td>CBF 3018</td>
<td>Turkish Youths of London</td>
<td>£6,495</td>
<td>Outreach and capacity building for vulnerable Turkish speaking families</td>
</tr>
<tr>
<td>CBF 3022</td>
<td>Enfield CAB</td>
<td>£12,500</td>
<td>Digital inclusion training for vulnerable residents</td>
</tr>
<tr>
<td>CBF 3027</td>
<td>T.R.C.</td>
<td>£12,500</td>
<td>Advice and information service for deprived and disadvantaged communities</td>
</tr>
<tr>
<td>CBF 3033</td>
<td>Enfield Parents &amp; Children</td>
<td>£11,994.80</td>
<td>Inter-generational and cross cultural volunteering and mentoring project</td>
</tr>
<tr>
<td>CBF 3034</td>
<td>Home-Start Enfield</td>
<td>£10,000</td>
<td>Volunteer training programme and mentoring service support vulnerable families</td>
</tr>
</tbody>
</table>

| **Total maximum value of bids approved in Round 3** | **£130,194.80** |

*The Cabinet sub-Committee asked that the budgets on several of the projects be subject to clarification that may mean that the final agreed funding amount is at a reduced level to the maximum approved amount quoted above.

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME...Sean Rogan