



**London Borough of Hackney
Initial Equality Impact Assessment Form**

Title of Scheme:

Hackney Grant programme 2010/11

Purpose for Initial EIA:

Cabinet Report **If other, please specify:**

Officer Responsible: (to be completed by the report author)

Name: Susan Gooding	Ext: 4063
Directorate: Chief Executive's Directorate	Department/Division: Partnership
Signature:	

Form must be signed and dated by the relevant Assistant Director:

Assistant Director: Director of Partnership - Ian Lewis 23/11/09	Date:
Comment :	
Signature:	

Equality & Diversity Officer: (to be completed by the Equalities Team)

Signed off by Rosalind Hardie Ejiohuo	Date: 23/11/09
Comments:	

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. What are the aims, objectives and purpose of the Scheme, including desired outcomes:

- To invest the council's Grant funding programme to support the Voluntary and Voluntary Sector to deliver the objectives of the Sustainable Community Strategy
1. Reduce poverty by supporting residents into sustainable employment and promoting employment opportunities.
 2. Help residents to become better qualified and raise educational aspirations.
 3. Promote health and wellbeing for all and support independent living.
 4. Make the borough safer, and help people to feel safe in Hackney.
 5. Promote mixed communities in well-designed neighbourhoods, where people can access high quality, affordable housing.

6. Be a sustainable community, where all citizens take pride in and take care of Hackney and its environment, for future generations.

- 7. To actively engage Hackney residents in volunteering opportunities

2. Who are the main people that will be affected?

Communities in Hackney and the Voluntary and Community Sector organisations providing services and projects funded through the Grants Programme

3. How relevant is the Scheme to the following equality strands:

	Age	Disability	Gender	Race	Religion / Belief	Sexual Orientation
Relevance	High	High	High	High	High	High

4. What positive impact could the Scheme have overall and on different groups? (Please provide evidence e.g. consultation, monitoring etc?)

Overall The Hackney Funding programme is targeted at projects and services provided by the VCS to local communities and individuals to deliver the priorities of the Sustainable Community Strategy as agreed by cabinet in June 2009. (attached). All organisations in receipt of grants are required to meet the requirements of equalities legislation. A summary of full range of outcomes and impact of the grants investment available in appendix 2 of the grant report to Cabinet, November 2009.	
a) Age Services aimed at supporting Children and Young people to achieve SCS outcomes are integral to the grants investment. Support for both specific projects aimed at young people eg Holiday play schemes and adventure play grounds as well as projects aimed at supporting young people and older people into work, will impact on improved life chances for children and young people. Projects aimed at promoting health and wellbeing will reduce social isolation.	b) Disability Enabling participation by people with disabilities as well as specific services provided to disabled people. As well as specific services provided to people, including children and young people with disabilities.
c) Gender Specific services for women and victims of domestic violence and women who are refugees. Generalist advice and support services available to women and men as appropriate.	d) Race Specific advice services for people from BME groups in Hackney as well as services and projects aimed at BME groups.
e) Religion / Belief Specific services for people with different religious beliefs. (NB the grants programme will not fund religious organisations to further their religious	f) Sexual Orientation Specific services for LGBT the community are supported.

beliefs)	
g) Other groups Services for carers and for refugee communities are supported through this funding.	

5. What negative impact could the Scheme have overall and on different groups and (if possible) how can it be justified and/or eliminated? (Please provide evidence e.g. consultations, complaints, monitoring etc?)

Overall We are not able to invest in all of the projects that have applied for funding and some organisations have not been recommended for funding. The decisions to recommend funding are made against clear criteria stated in the assessment documentation and through an agreed process. A total number of 229 applications were received of which 81 were recommended for funding (including those recommended under the right to reply process). This represents a 35% success rate.	
a) Age 106 applications which targeted children & young people, 41 are recommended for funding (39% success rate); 4 applications targeted at Older people, 3 are recommended for funding (75% success rate);	b) Disability 20 projects targeted at people with disabilities, learning difficulties and/or mental health needs, 10 are recommended for funding (50% success rate);
c) Gender 6 projects targeted at supporting vulnerable women in the community 2 are recommended for funding (33% success rate);	d) Race 74 applications targeting BAME communities, 35 are recommended, 47% success rate. 21 applications which target African & African Caribbean communities, 3 are recommended for funding (14% success rate); of 11 projects targeted at Turkish/Kurdish communities, 3 are recommended for funding (27% success rate).
e) Religion / Belief 25 applications which target the Charedi community, 11 are recommended for funding (44% success rate);	f) Sexual Orientation of 1 application to support the LGBT community, 1 is recommended for funding (100% success rate).
g) Other groups of 4 applications specifically targeted at Refugees, 1 are recommended for funding (25% success rate);	

6. If you have undertaken any internal/ external research or consultation(s) please list them below (include purpose and summary of analysis)

<ul style="list-style-type: none"> Analysis of outcomes for applicants as follows: <p>The Council's support for the community and voluntary sector is a major expression of Hackney's commitment to making equality, social inclusion and community cohesion a</p>

reality. This is demonstrated by the equalities analysis which demonstrate that the grants criteria and support that is given has continued to see a wide investment in equality led bodies applying and successfully gaining grant award.

Analysis across Objectives;

Objective 1

60 Applications

19 Recommended for funding

32% Success rate

Objective 2

50 Applications

17 Recommended for funding

34% Success rate

Objective 3

56 Applications

17 Recommended for funding

30% Success rate

Objective 4

5 Applications

1 Recommended for funding

20% Success rate

Objective 5

1 Application

1 Recommended for funding

100% Success rate

Objective 6

12 Applications

3 Recommended for funding

25% Success rate

Objective 7

5 Applications

0 Recommended for funding

0% Success rate

Holiday play schemes

40 Applications

23 Recommended for funding

58% Success rate

Hackney's commitment to supporting minority organisations is demonstrated with the figures above.

The recommendations aim to provide an overall balance of the programme ranging across the 6 objectives all of which support the Sustainable Community Strategy priorities.

- Consultation on the priorities was undertaken in the shaping of the Sustainable Community Strategy through the Local Strategic Partnership: and through Voluntary Sector Liaison Group. Members agreed the priorities for investment in June 2009.

7. Do you need to undertake any further consultation? If so, what and with whom?

Objectives will be revisited and consulted on for 2011/12
Full grants programme will be subject to feedback from the Voluntary and Community Sector via questionnaire and feedback form to be sent out in Jan 2010

8. Has a full impact assessment been planned or completed?

Yes

No

If yes, please state timescales Full impact assessment will be undertaken following the final decision at cabinet.

9. Action Planning

No	Objective	Actions	Outcomes	Timescales / Milestones	Lead Officer
1	Review grants process will be undertaken in Jan 2010	Review process based on feedback and in-house analysis of lessons learnt from 2010/11 process.	Continuous improvement of grants process including for equalities profile of applicants and investment.	Jan 2010 - Send out feedback forms. Feb 2010 - Reminder Feb 2010 forms returned March - analyse and publish results	Susan Gooding
2	Review of the objectives for Hackney Grants 2011/12	Ensure the the Sustainable Community Stratgy objectives are met through investment.	Improved and measurable equalities impact from the grant investment programme.	May-June 2010 impact of grant investment 2009/10 circulated. May 2009 - Members agree objectives and approach for 2010/11 investment	
3					
4					

No	Objective	Actions	Outcomes	Timescales / Milestones	Lead Officer
5					
6					
7					
8					
9					
10					

10. Have the above actions been incorporated into the Directorate's Equality Action Plan?

Yes No

If No, how will these actions be monitored? Through the Community Partnerships business plan.

PLEASE EMAIL COMPLETED FORM TO equality.diversity@hackney.gov.uk

Contact: Equalities Team, 020 8356 3402/3169/3239

Chief Executive Directorate

London Borough of Hackney