

## Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	<u>Grants to voluntary organisations 2015-2019</u>
<b>Brief Service Profile (including number of customers)</b>	Grant to voluntary organisations
<b>Summary of Impact and Issues</b>	<p>This ESIA is a working document that will be updated throughout the consultation, development and application phases of the next funding cycle. The initial ESIA has been drafted using information given during the last funding application cycle and monitoring of the grants awarded at that time. Following the initial phase of consultation it was updated to incorporate the feedback received.</p> <p>Grants to voluntary organisations are awarded against a wide range of outcomes and are open to all voluntary and community organisations supporting the residents of Southampton. It is difficult to fully assess either positive or negative impact of a new funding cycle at this stage as it is partly dependent on which organisations apply for funding and for what.</p>

	This ESIA will continue to be updated throughout the grants process.
<b>Approved by</b>	Denise Edghill
<b>Senior Manager</b>	Grants to voluntary organisations enable voluntary and community organisations to provide support to residents
<b>Potential</b>	who may otherwise not receive any support. This is particularly the case for groups of people who statutory agencies have difficulty reaching, but respond more positively to voluntary and community organisations.
<b>Signature</b>	
<b>Positive Impacts</b>	
<b>Date</b>	<u>18/2/15</u>
<b>Responsible Service Manager</b>	John Connelly
<b>Date</b>	<u>18/2/15</u>

## Section 1 – Three Year Funding / Community Chest: draft Equality and Safety Impact Assessment (ESIA)

This ESIA has been drafted using information gathered during the current three year funding cycle from grant recipients and applicants and updated following the initial phase of the consultation. Though the proposal is not to reduce the budget further for the next funding cycle, it is anticipated that demand is likely to be more than double the available budget. Therefore it is likely that the impacts and issues will be similar to the current funding cycle. This ESIA will continue to be updated throughout the consultation and application process.

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
Age	<p>Grants provide support for all ages, but particularly children (play), young people (youth activities) and older people (befriending).</p> <p>Negative impact of no grants could be: less support for children and young people (including vulnerable children and young people), including employment/training, advice, preventing homelessness, making positive life choices, meeting social welfare needs, supporting parents to provide a stable home environment and debt</p>	<p>Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.</p>

	<p>advice.</p> <p>Negative impact of no grants could be: less support for older people, including maintaining independence, advice on benefits, debt, housing, finance and utilities.</p>	
Disability	<p>Grants provide support to enable people to live independently and lead active lives.</p> <p>Negative impact of no grants could be: less support for disabled people, including support for people with learning disabilities, advice services, housing, maintaining independence, combating social isolation, accessibility, counselling.</p>	The move towards greater personalisation, providing opportunities for many social care services to be provided in other ways.
Gender Reassignment	<p>Grants provide services to support people facing multiple barriers.</p> <p>Negative impact of no grants could be: less support for people facing multiple barriers.</p>	Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.
Marriage and Civil Partnership	No concerns raised as yet during current funding cycle.	n/a
Pregnancy and Maternity	<p>Grants provide advice and housing advice services.</p> <p>Negative impact of no grants could be: less support services for pregnant woman and new parents – includes advice services and housing.</p>	Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.
Race	<p>Grants provide support services for people from BME backgrounds.</p> <p>Negative impact of no grants could be: less support for people from BME backgrounds, including advice/support and counselling, ESOL classes, employability courses, community training and barriers to employment.</p>	Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.
Religion or Belief	As Race	As Race
Sex	Grants provide support services for	Work with customers,

	<p>women.</p> <p>Negative impact of no grants could be: less support for women, including services having flexible opening hours, advice/support and counselling.</p>	<p>communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.</p> <p>Proposed PIPPA services model will improve co-ordination of services and provide better support – see section 2 for details.</p>
Sexual Orientation	<p>Grants provide support services for young LGBT people.</p> <p>Negative impact of no grants could be: less support for young LGBT people on a range of issues that for them are potentially life threatening or life diminishing.</p>	<p>Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.</p>
Community Safety	<p>Grants provide support for community safety initiatives.</p> <p>Negative impact of no grants could be: increase in anti-social behaviour and less support for women experiencing domestic or sexual violence and abuse.</p>	<p>Targeting and signposting of services where most in need.</p> <p>Continuing and increasing multi-agency and partnership working, particularly in prevention services.</p> <p>Proposed PIPPA services model will improve co-ordination of services and provide better support – see section 2 for details.</p>
Poverty	<p>Grants enable voluntary organisations to target services for people on low incomes.</p> <p>Negative impact of no grants could be: less access to services for people on low incomes.</p>	<p>Clearer guidance and signposting to alternative funding, providers and services.</p>
Other Significant Impacts	<p>Grants enable a thriving voluntary and community sector in the city.</p> <p>Negative impact of no grants could be: possible voluntary organisation staff reductions, decrease in service hours and ability to cope with demand. Restricted or reduced drop-in times can impede access for people who have limited</p>	<p>Clear and early information on changes to allow organisations sufficient time to plan and look for alternative sources of funding as appropriate.</p>

	flexibility in when they can access services.	
--	---	--

## Section 2 – Support for people experiencing domestic or sexual violence and abuse: draft Equality and Safety Impact Assessment (ESIA)

This ESIA has been drafted using information gathered during the current three year funding cycle and updated following the initial phase of the consultation. It is specific to Southampton Rape Crisis and Sexual Abuse Counselling Service and Southampton Women’s Aid. This ESIA will continue to be updated throughout the consultation and tender process.

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>Grants provide support services for people from BME backgrounds. Proposed PIPPA services model will improve co-ordination amongst services leading to resources being better used to support people domestic or sexual violence and abuse.</p> <p>Negative impact of no grants could be: less support for people from BME backgrounds.</p>	Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.
Religion or Belief		
Sex	<p>Grants provide support services for women. Proposed PIPPA services model will improve co-ordination amongst services leading to resources being better used to support people domestic or sexual violence and abuse.</p> <p>Negative impact of no grants could</p>	Work with customers, communities and groups to assess the potential impact on individuals and explore mitigation as appropriate.

	be: less support for women, including services having flexible opening hours, advice/support and counselling.	
Sexual Orientation		
Community Safety	<p>Grants provide support for community safety initiatives. Proposed PIPPA services model will improve co-ordination amongst services leading to resources being better used to support people domestic or sexual violence and abuse.</p> <p>Negative impact of no grants could be: less support for women experiencing domestic or sexual violence and abuse.</p>	<p>Targeting and signposting of services where most in need.</p> <p>Continuing and increasing multi-agency and partnership working, particularly in prevention services.</p>
Poverty	<p>Grants enable voluntary organisations to target services for people on low incomes. Proposed PIPPA services model will improve co-ordination amongst services leading to resources being better used to support people domestic or sexual violence and abuse.</p> <p>Negative impact of no grants could be: less access to services for people on low incomes.</p>	Clearer guidance and signposting to alternative funding, providers and services.
Other Significant Impacts		

### Section 3 – Southampton Nuffield Theatre Trust and the Arts Complex: draft Equality and Safety Impact Assessment (ESIA)

This ESIA has been drafted using information gathered during the current three year funding cycle and updated following the initial phase of the consultation. It is specific to Southampton Nuffield Theatre Trust and the Arts Complex. This ESIA will continue to be updated throughout the consultation process.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Grants provide activities for children	The Arts Complex is likely to

	<p>and young people.</p> <p>Negative impact of no grants could be: reduced ability to host work placements for young people and also impact on work with NEETs.</p>	<p>provide more opportunities for young people.</p>
Disability	<p>Grants provide support to enable people to live independently and lead active lives.</p> <p>Negative impact of no grants could be: reduced support for carers and also BSL and audio described activities and events.</p>	<p>Work with customers and the Nuffield to support accessibility for activities and events.</p>
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	<p>Grants enable voluntary organisations to provide support for people on low incomes.</p> <p>Negative impact of no grants could be: reduced support for people on low incomes.</p>	<p>Work with customers and the Nuffield to support financial accessibility for activities and events.</p>
Other Significant Impacts		