

Equality Impact Assessment

2020/21 Grant Recommendations



What is being assessed?	2020/21 Grant Recommendations
Department	Community Safety & Enforcement
Name of assessor	Adria Kinloch
Strategic Management Lead	Rachel O'Reilly
Date of assessment	1012/2019
Is this a new or existing function or policy?	Existing

Section 1: Introduction and background (see p.10 of the guidance)

Please describe your service or function. This should include:

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality, accessibility, social exclusion issues and barriers, and the 'protected characteristics'¹ they relate to (not all assessments will encounter issues relating to every protected characteristic)**

If this EIA is part of a project it is important to focus on the service or policy the project aims to review or improve.

Mole Valley District Council (MVDC) recognises the significant contribution made by the voluntary, community and faith sector (VCFS) in providing projects and services that improve the social, environmental and economic well-being of our District. MVDC operates a grants process which provides funding to organisations that help the Council to meet its priorities and build capacity within communities.

There are no restrictions on which organisations can apply for a grant as long as they can demonstrate that they are constituted and are able to provide the required health and safety and financial evidence; the Grants Policy sets out the procedure and criteria for grant applications.

All capital grant applications are for capital which is used for providing infrastructure to benefit the local community.

The deadline for submission of applications to the Council's Grants programme for 2020/21 was 30th September 2019 and there were 14 revenue and 2 capital applications made.

In addition to the applications received, it is proposed that £48,500 be allocated to the Small Grants Community Fund for applications up to £5,000 throughout 2020/21.

In total the capital and revenue expenditure proposed to be allocated to community and voluntary groups for 2020/21 is £277,133, which compares with a total of £285,084 in 2019/20.

¹ More information and definition of protected characteristics can be found [here](#)

Now describe how this fits into the Council's Corporate Priorities, Sustainable Community Strategy or other local, regional or national plans and priorities.

Each grant is individually assessed against the Council's corporate priorities. Grant applications must address at least one corporate priority in order to be considered for a grant.

Overall the provision of grants to community and voluntary sectors contributes to the priority of Community Wellbeing by supporting the specific actions to:

- Promote opportunities for residents of all ages to live safe, healthy and fulfilling lives
- Foster community spirit, encouraging individuals, families and communities to support each other especially in times of particular need

If you are not carrying out an equality impact assessment, briefly summarise reasons why you have reached this conclusion, the evidence for this and the nature of any stakeholder verification of your conclusion.

Section 2: Analysis and assessment (see pp. 10-13 of the guidance)

Given available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups?

Indicate for each 'protected characteristics' whether there may be a positive impact, negative impact, a mixture of both or no impact.

Protected characteristics	Positive	Negative	No impact	Reason
Age	√			<ul style="list-style-type: none"> • The grant for CSVA will go towards assisting charities that support elderly people by providing development, liaison, representation, partnership working and support services for the Voluntary, Community and Faith Sector within Mole Valley. • The grant for Dorking Rugby Football Club will improve accessibility for older less able members of the club. • The grant for the

				Leatherhead Institute will improve a social and educational facility for older residents
Disability	√			<ul style="list-style-type: none"> • The grant for CAMV will go towards providing advice, information and support for those with disabilities. • The grant for Dorking Rugby Football Club will improve accessibility for disabled members of the club
Gender reassignment			√	It is not anticipated that the grants will have any specific impact on this protected characteristic.
Marriage and civil partnership			√	It is not anticipated that the grants will have any specific impact on this protected characteristic.
Pregnancy and maternity			√	It is not anticipated that the grants will have any specific impact on this protected characteristic.
Race			√	It is not anticipated that the grants will have any specific impact on this protected characteristic.
Religion or belief			√	It is not anticipated that the grants will have any specific impact on this protected characteristic.
Sex	√			<ul style="list-style-type: none"> • The grant for ESDAS funds advice, advocacy, information, support and home safety adaptations for survivors of domestic abuse, who are more likely to be female. • The grant for Dorking Rugby Football Club enlarge and extend the medical centre and rehab gym to allow concurrent treatment of male and female players, which will increase the number of female players.
Sexual orientation			√	It is not anticipated that the grants will have any specific impact on this protected characteristic.

Other aspects to consider	Positive	Negative	No impact	Reason
Carers			√	It is not anticipated that the grants will have any specific impact on this aspect of consideration.
Rural/urban issues	√			The grant for CAMV will go towards providing advice, information and support for those in rural areas with limited access to transport
HR issues (how will staff with protected characteristics be affected?)			√	It is not anticipated that the grants will have any specific impact on this aspect of consideration.

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

Where there are positive impacts, what changes have been or will be made? Who are the beneficiaries? How have they benefited?

It has been recommended to the Cabinet that all thirteen revenue and two capital grant applications that were submitted for 2020/21 are awarded funding.

The grants will benefit a wide range of people in Mole Valley including those who:

- suffer from rural isolation
- are elderly
- have a disability
- are deprived or disadvantaged

It should be noted that capital grants for the improvement of community buildings are only awarded where there are no restrictions on user groups. Particular consideration is given to projects where disabled access and other facilities are being improved.

It is recommended that the Small Grants Community Fund is kept at £48,500 which will enable the Council to maintain its grant funding capability across the district.

Section 3: Evidence gathering and fact-finding (see p.14 of the guidance)

What evidence is available to support your views above? Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The grant application forms include a section which asks applicants to specify who will benefit from the purpose of the grant. This information is used as part of the assessment process when deciding on recommendations.

Within a twelve month period or at the completion of the project, whichever is the soonest, all successful applicants are required to submit a report confirming that the intended outcomes of the grant have been met.

How have stakeholders been involved in this assessment? Who are they, and what is their view?

The grants are publicised through press releases, social media, the Council's website, Council's magazine, multi-agency meetings and by email. Grant applications were invited for submission between 1st April 2019 and 30th September 2019. Applications received were scored against the criteria set out in the Grants Policy. The scores were then used by Officers and the responsible Cabinet Member in determining a recommendation in relation to each grant application. A report containing the recommendations is presented to the Scrutiny Committee for further consideration and this is also made publicly available on the Council's website. The final report is then submitted to the Cabinet Committee to determine the decision on grants awarded.

Recommendations

Please summarise the main recommendations arising from the assessment. NB If it is impossible to diminish negative impacts to an acceptable or even lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

The main recommendations arising from the assessment are to

- 1) Award the grant applications funding as outlined in the Grants report
- 2) Retain the Small Grants Community Fund at £48,500 as outlined in the Grants report
- 3) Continue to monitor Grants programme in relation to Equality and Diversity outcomes

Section 4: Action Plan (see pp.15-16 of the guidance)

Actions needed to implement the EIA recommendations

Issue	Action	Expected outcome	Who	Deadline for action

Sign off

Who will be responsible for reviewing this EIA?	Adria Kinloch
Review date(s) i.e. when will this EIA be reviewed – see p.9 of guidance	December 2020
Strategic Management Lead signed off	

- Signed off electronic version to be kept in your team for review
- Electronic copy to be forwarded to the Policy and Performance Team for publishing