

BRISTOL CITY COUNCIL
Cabinet
21 July 2011

Report of: Di Robinson, Service Director, Neighbourhoods and Communities

Title: Community Investment Strategy 2012-15

Ward: citywide

Officer Presenting Report: Gillian Douglas, Equalities and Community Cohesion Manager

Contact Telephone Number: 0117 922 2664

RECOMMENDATION

That Cabinet approves the Community Investment Strategy 2012-15.

Summary

The Strategy sets out the priorities for grant funding to the voluntary and community sector from the Neighbourhoods and Communities investment fund.

The significant issues in the report are:

The Strategy replaces the previous investment strategy 2008-11. It will determine how funding is allocated from the £1M budget from 1 April 2012 with voluntary and community sector (VCS) organisations being asked to submit funding applications by October 2011.

Policy

1. The strategy relates to 20:20 plan outcome 3, action 1 : empower and sustain resilient, cohesive communities that influence local decisions and shape public services. Strengthen volunteering. Promote equalities and reduce the gap created by historic inequality.

Consultation

2. Internal

VCS Commissioners and Compact champions across directorates.

3. External

12 week consultation was undertaken from March to May 2011 in line with Bristol Compact through the BCC website.

The draft Commissioning Strategy and the Needs Analysis have also been sent out to all the voluntary and community sector (VCS) contacts and equalities forums. A series of open consultation meetings was held during the consultation period (6 in total).

57 people gave feedback in the consultation events representing over 50 different organisations

Direct representations were made by a range of VCS organisations and stakeholders.

The full set of comments and our responses to them is available on request.

Context

4. The Community Investment Strategy determines how grants are allocated to the VCS under this £1M (per annum) fund. We currently fund about 40 organisations from this pot.

The Strategy sits within the wider context of the council's total investment in the VCS which is of the order of £40M in 2011/12.

The council's Enabling Commissioning Framework sets out good practice in commissioning processes. This grants programme again sits within the context of Enabling Commissioning.

Proposal

5. The proposal is to adopt the strategy which has been altered in a number of areas in response to consultation responses.

The Strategy sets out clearly how the city council will use the Community Investment Budget from 2012 to 2015 to fund local voluntary and community sector (VCS) organisations which promote or improve the economic and social well-being of deprived communities in Bristol.

The council also supports investment in community groups through wellbeing budgets in Neighbourhood Partnership areas. This strategy sits alongside and is complementary to neighbourhood investment.

The Strategy sets out criteria for allocating funding to the VCS that contributes to a set of agreed outcomes reflecting key priorities in the Bristol 20:20 plan (Community Strategy).

Following consultation the key changes that have been made to the strategy are :

Clarification and plainer language in some areas that people found difficult to understand

Stronger reference to Bristol Compact and our commitment to Compact compliance

We are no longer suggesting that we will reduce or phase out funding to community buildings, centres and city farms during the 3 year life of the grant. However we are suggesting that organisations that manage an asset of this type must show how they will optimise their sustainability and provide 'added value' over the life of the grant.

We expect grant funded centres to be linking with their Neighbourhood Partnership and to be working towards an industry quality standard (such as the VISIBLE standard).

We have given greater clarity to the priority user groups in the Stronger Communities section of the strategy, based on our advice services needs analysis 2010.

We have kept the maximum threshold amounts that organisations can apply for but have conceded that we may make an exception where 'funding is essential to enable the continuing delivery of strategically relevant services in the city'.

Small grants will be allocated at a level of £1,000 to £5,000. (Previously we had stated £3,000 to £5,000). There was strong support for having a small grants fund.

We have increased the amount ringfenced for discrimination services in response to the need to widen the service out to all equalities strands. The amount has increased to £90k for this provision and there has been a corresponding decrease in small grants to £60k although this still amounts to a substantial small grants pot.

Other Options Considered

6. None – we need a clear strategy that focuses on delivering clear outcomes for communities and promotes a thriving VCS.

Risk Assessment

7. The Strategy must be in place in advance of us inviting grant applications from the VCS. If the strategy is not refreshed and adopted we would need to roll the funding to existing groups on for another year but with a smaller budget so savings would have to be made in some way. This approach would also deny VCS groups not currently funded the opportunity to apply and funding allocations would not reflect our current investment priorities.

There is a risk that some groups currently funded will not be allocated funding under the new strategy or will be allocated reduced funding. All groups will be notified at least 3 months in advance of the outcome of the application process and there will be an appeals process. We will also need to manage the implications of any decommissioning that results.

Public Sector Equality Duties

- 8a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –

- tackle prejudice; and
- promote understanding.

8b) EQIA attached.

Environmental checklist – see attached.

9) Environmental impact assessments summary.

The significant impacts of this proposal are :

VCS organisations will:

- Consume electricity, water, gas, non-renewable materials and transport fuel
- Produce waste

Service users may consume fuel during their travel to services/activities.

The proposals include the following measures to mitigate the impacts :

The funding agreement negotiation stage will ensure that wherever possible VCS organisations take active steps to:

- Reduce their own operational impacts
- Reduce the transport impacts of staff travel to work and visitors to their offices
- Signpost recipients of advice to best practice environmental advice where appropriate.

All VCS organisations that are successful in securing funding for 2012-15 will be required to meet the council's baseline standards which apply to the VCS. The relevant baseline standard for ECO impact requires any funded VCS organisation to comply with the following :

Environmental management and sustainability

The council has a policy commitment to continually improve its environmental performance, and has implemented an Environmental Management System (registered to the Eco Management & Audit Scheme) across the majority of its services. Included within this commitment is a responsibility to ensure organisations the council funds have identified significant environmental aspects associated with their activities, and are mitigating impacts that may arise.

Evidence (required of VCS organisation):

- Membership of and / or active involvement with Bristol Green Capital or a similar pledge or initiative
- In relation to the funding sought, actions planned or being undertaken with regard to environmental management.
For example if a group were funded to clear a derelict piece of land, the council would not wish to fund the clearance through the use of harmful chemicals.
- Where a negative environmental impact is likely as a result of an aspect of the actions funded, that alternatives be considered.
For example Fare Share South West collect surplus food from the retail and catering industry, including supermarkets and redistribute these to people who are in need or vulnerable. This has an environmental benefit in reducing waste, but a cost because they use vans to collect and distribute the food. However Fare Share South West are using electric bicycles and bike trailers to replace a van on shorter journeys.

The net effects of the proposals are :

Although difficult to quantify at this stage, it is anticipated that the environmental impact of VCS organisations and recipients of their services will be reduced as a result of the mitigation measures that are included as part of this proposal.

Legal and Resource Implications

10. S.2 Local Government Act 2000 gives the council a general power to do anything which it considers is likely to promote or improve the economic, social or environmental well-being of the area. This includes the allocation of community/voluntary funding where no specific legal power exists. In exercising this power the council must have regard to its community strategy (the 20:20 plan) and be satisfied that the allocation of these particular grants reflects it's own strategic priorities. The council should also ensure that, in awarding VCS funding, it is obtaining value for money.

Allocation of funding must be done in a fair and transparent way and in accordance with the council's publicised Investment Strategy. Any grant funding must also be safeguarded by way of a properly monitored grant agreement, funding agreement or contract between the council and the funded VCS organisation.

(Joanna Roberts, Solicitor, Legal Services)

Financial

(a) Revenue

The Community Investment Strategy supports the voluntary and

community sector and is supported from a budget of £1,005k per annum from 2012/13, with the addition of £100k grant fund from Safer Bristol which will be included in this process (see section 2f of the draft Strategy under Outcome Theme 2: Stronger, more resilient communities).

(b) Capital

n/a

(Financial advice provided by *Mike Harding, Finance Business Partner, Neighbourhoods and City Development*)

Land

N/a

Personnel

N/a

Appendices:

Draft Strategy and 2 appendices

EQIA of strategy

Environmental checklist

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

Public consultation results and our responses – available on request

Needs assessment – tackling discrimination service

SECTION 1

Community Investment Strategy

Introduction

1.1 Purpose & Scope

The Community Investment Strategy sets out clearly how the city council will use the Community Investment Budget from April 2012 to March 2015 to fund local voluntary and community sector (VCS) organisations which promote or improve the economic and social well-being of deprived and disadvantaged communities in Bristol.

The council also supports investment in community groups through wellbeing budgets in Neighbourhood Partnership areas. This strategy sits alongside and is complementary to neighbourhood investment.

The Strategy sets out criteria for allocating funding to the VCS that contributes to a set of agreed outcomes reflecting key priorities in the Bristol 20:20 plan (Community Strategy).

This strategy has been subject to a 12-week consultation period in line with the Bristol Compact and The Compact (S.2.4), and the comments and feedback received enabled us to shape this final version.

1.2 Community Investment Fund

This strategy is based on a Community Investment budget of £2,057,500 for 2012/13. It states how we will allocate £1,005,000 per year to VCS organisations and shows that £1,052,000 funding to VCS organisations has already been committed through two commissioning processes.

Previous funding has been allocated in line with the objectives and priorities in the Investment Strategy 2008-11. There are some key changes to the existing arrangements proposed by this strategy:

- (i) We have cut the Development Grant previously offered through Quartet but propose to introduce a new small grants programme from 1st April 2012.
- (ii) We currently fund an interim casework service to support victims of race discrimination (delivered by SARI) and until 31/03/11 we contributed to the discrimination legal casework service (delivered by Avon & Bristol Law Centre). We will continue funding the casework service delivered by SARI until 31/03/12. We will seek to fund a service to support victims of discrimination through a commissioned process in 2012.
- (iii) We have funded two local organisations to deliver support and information to women experiencing domestic abuse (Next Link) and support to victims of race hate crimes (SARI). These services fit more closely within the Safer Bristol portfolio. We will therefore transfer funding to Safer Bristol to commission services for the life of this strategy.
- (iv) We are linking our grants process with Safer Bristol, who will offer £100,000 of grant funding to organisations supporting recovery from substance misuse in communities.

1.3 Our Vision

Bristol City Council's vision is for a thriving VCS in Bristol.

We are committed to positive engagement and partnership working between the public and third sector to achieve the greatest benefits and outcomes for Bristol's citizens. This includes involving the VCS in all stages of the commissioning cycle and ensuring the VCS has commissioning and investment opportunities that will enable the sector to thrive.

This can only be achieved with a voluntary and community sector that is well-supported, engaged, able to influence, strong and sustainable.

1.4 Our Outcome Themes

We have three outcome-focused grant funding priorities, each of which clearly relates to the Bristol 20:20 Plan.

We want to be better able to see and understand the contribution made by funded groups to achieving our stated outcomes. We will do this by grouping outcomes so that we can assess the impact of our funding on the following themes:

Outcome Theme 1:

The VCS is supported to deliver effective services to local communities

Outcome Theme 2:

Communities are stronger and more resilient

Outcome Theme 3:

Inequality for deprived, disadvantaged and excluded communities is reduced

1.5 Stakeholders

The primary target audience for this strategy is the voluntary and community sector in Bristol. The strategy outlines the council's proposed approach to Investment Grant funding over the next three years from 2012 to 2015.

1.6 Values for the Strategy

The Strategy is based on the following values in line with the Bristol Compact and The Compact:

(i) Fairness and equality – Bristol communities and the VCS sector in Bristol are diverse. The VCS is often at the frontline of addressing inequality and disadvantage in communities. At the same time the council is committed to being fair and equitable in all its dealings with the sector and to identifying and rectifying inequality for local people.

(ii) Openness and transparency – we are committed to sharing information and having open communication with the sector and local people and we recognise that transparency is particularly important in commissioning and grant funding processes.

(iii) Enabling – we have a strong role to play in enabling the sector to be strong and vibrant and to have a voice so that VCS organisations are in a position to deliver services for the benefit of Bristol’s communities.

1.7 Definitions

Deprived and Disadvantaged Communities

Throughout this strategy we refer to ‘deprived and disadvantaged communities’. By this we mean not only communities in deprived areas of Bristol, but also communities which may be spread across the City and which may experience harassment or exclusion, for example the Lesbian, Gay and Bisexual community or the Somali community.

Voluntary & Community Sector

A voluntary organisation is an organisation that is governed by a volunteer board (that is, the organisation’s governing body does not get paid by the organisation for its governance role).

A community organisation is an organisation that has formed within a community as a response to a community need – that could be a community of interest or a community of place. Its governing body is made up of people from the community it serves.

Common elements of the above organisations are that they exist for a social purpose – for example, to improve the environment or improve the lives of local people. They are often described as ‘not for profit’ organisations, as they do not distribute profits to shareholders. It is likely that they will all have active volunteers to support their work.

A social enterprise is an organisation with primarily social objectives whose surpluses are principally reinvested for that purpose in the business or community, rather than being driven by the need to maximise profit for shareholders and owners.

In this strategy we will use the term ‘voluntary and community sector’ (or VCS) as a collective term for all these types of organisations.

You can find our definitions of other terms used in this strategy on the final page.

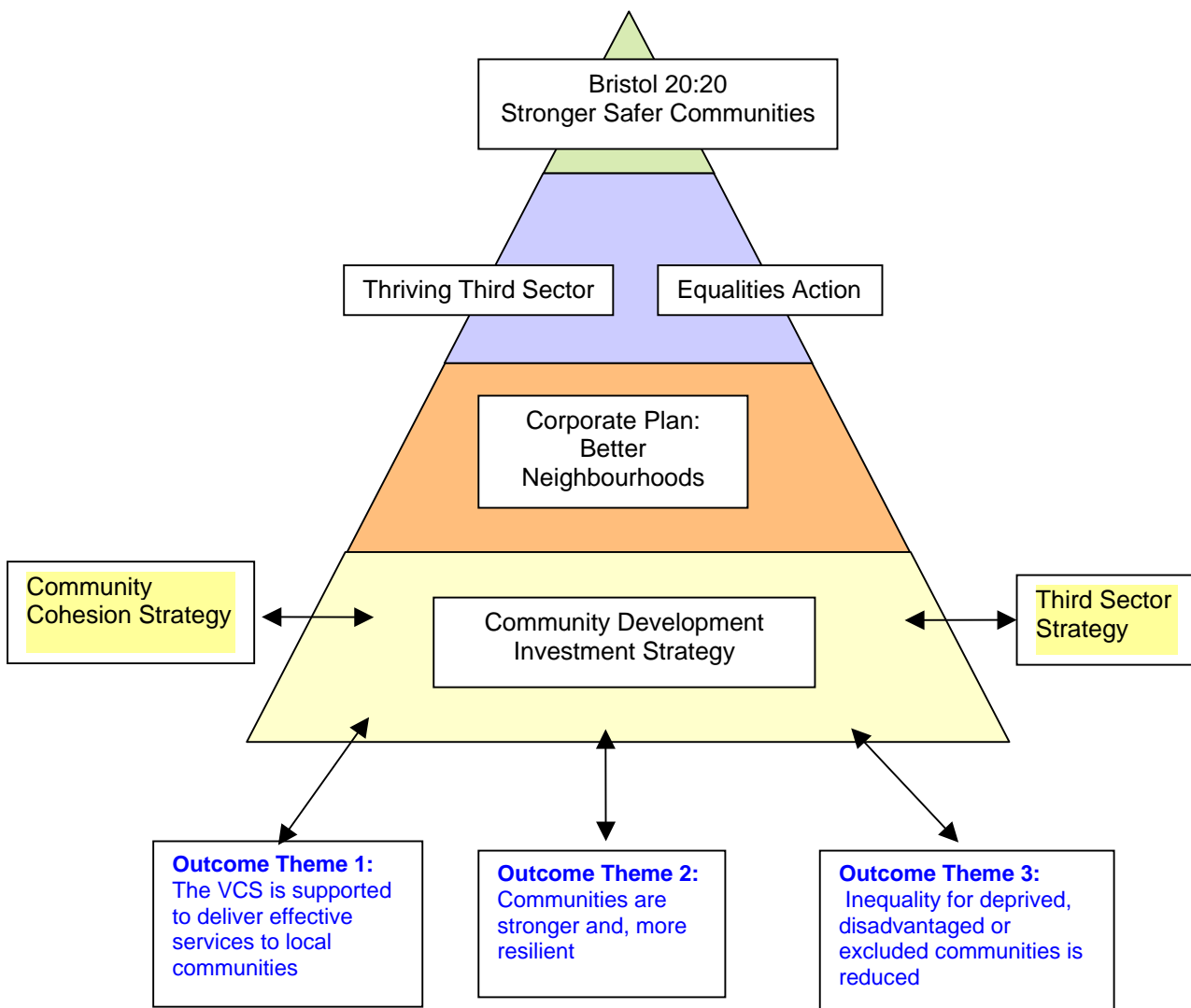
SECTION 2

Community Investment Strategy Outcome Themes

2.1 Powers to grant fund

Our powers to give grant funding are regulated by Section 2 Local Government Act 2000. In exercising the s.2 well-being power, the council must have regard to its community strategy and be satisfied that the allocation of these particular grants reflects its own priorities.

Through this strategy we are seeking to implement a number of outcome-focused grant funding priorities, each of which clearly relates to the Bristol 20:20 Partnership Plan.



2.2 Summary of grant funding available by Outcome Theme:

Outcome Theme	Community Investment Grant	Open to applications in 2011 (For 2012/13)	Total Amount
Outcome Theme 1	VCS Infrastructure Support	Already commissioned	Already commissioned
Outcome theme 2	Centres for Community Action	Yes	£350,000
	Stronger Communities	Yes	£300,000
	Small Annual Grant	Yes	£60,000
	Community Voice & Influence	No (To be commissioned)	£82,500
	Promoting Cohesion	No (To be commissioned)	£55,000
Outcome Theme 3	Community Advice Services	Already commissioned	Already commissioned
	Tackling Discrimination	No (To be commissioned)	£90,000
Supporting victims of hate crime & Domestic Abuse	Grant to be transferred to Safer Bristol	No (To be commissioned by Safer Bristol)	£65,000
Total			£1,002,500

Outcome Theme	Safer Bristol Grant	Open to applications in 2011 (For 2012/13)	Total Amount
Outcome theme 2	Supporting recovery from substance misuse in communities	Yes	£100,000

Draft Community Investment Strategy

Outcome Theme 1: The VCS is supported to deliver effective services to local communities

VCS Infrastructure Support

This service has already been jointly commissioned with NHS Bristol, CYPS, & H&SC

Working with NHS Bristol, Children & Young People's Services and Health & Social Care, we have commissioned a coordinated, coherent and customer focused set of services with common referral and impact measurement processes and shared quality standards. This has been purchased through a competitive commissioning process as detailed in our recent Needs Assessment and Strategy¹. This will enable the effective demonstration of the impact of VCS Infrastructure services in supporting a thriving VCS in Bristol and evidence achievement of the following outcomes:

- (v) The Bristol VCS has increased Capacity, Sustainability and Quality
- (vi) The Bristol VCS is well-informed and well-connected
- (vii) Bristol VCS groups have a strong and influential voice
- (viii) The Bristol VCS has strategic involvement in public sector planning, policy and service development
- (ix) Bristol VCS groups contribute effectively to meeting the changing needs of communities in the city

The new service has been in place from 21/02/2011 and the funding agreement is for a term of three years with the option to be extended for a further two.

¹ Final Commissioning Strategy for Voluntary & Community Sector Infrastructure Support Services, Bristol City Council, March 2010.

Draft Community Investment Strategy

Outcome Theme 2: Communities are stronger and more resilient

We believe that the local VCS in Bristol plays a key role in making Bristol ‘a city of strong and safe communities’ (Bristol 20:20, Outcome 3). Our proposals for Community Investment Grant will contribute to the Bristol 20:20 Action Plan through funding activities that will ‘empower and sustain resilient, cohesive communities that influence local decisions and shape public services, strengthen volunteering and the voluntary and community sector and promote equalities and reduce the gap created by historic inequality.’²

(2a) Centres for Community Action Grant

Total available: £350,000 citywide

We think that centres for community action should play an important part in promoting community interaction, cohesion and self-help. Organisations must manage a community building, centre or city farm to apply for this grant.

From 2012 we will offer three-year grant revenue funding for centres that will work towards building their strengths and optimising their economic, social and environmental sustainability. We expect, as part of the application, that centres will show how they optimise their sustainability and provide ‘added value’ to this funding over the life of the grant.

The total grant available annually for the City is £350,000 and we will invite applications of under £40,000 per organisation for this grant. However we will consider applications for over £40,000 from organisations which are currently in receipt of Investment Grant at above this level, where the organisation is strategically relevant and where funding at this level is essential to meet evidenced need.

Centres must be able to evidence that they serve deprived or disadvantaged communities in need in Bristol and contribute to the following three outcomes:

- Access to services for deprived or disadvantaged communities is broadened and extended.
- Participation by VCS groups and individuals in activities that improve their quality of life is increased.
- Centres optimise their sustainability.

We will expect all grant funded centres for community action to be engaged with their Neighbourhood Partnership and for community centres to have established processes, such as the VISIBLE Quality Standard, that support the delivery and improvement of high quality services.

² Bristol 20:20 Action Plan, Outcome 3 Action 1 (January 2011)

(2b) Stronger Communities Grant

Total available £300,000 citywide

Our recent Needs Assessment and Strategy for Community Advice Services³ identified the need for an underlying network of community-based organisations to enable communities, particularly those people living in deprived areas of the city, communities of interest and those on a low income, to have improved life chances.

From 2012 we will offer three-year grant aid funding to local community-led organisations whose activities include providing effective targeted information, signposting or advice to communities for whom access needs, language or cultural competence are likely to make access to services more difficult. We particularly want to fund organisations providing these services to the following groups identified in the Advice Services Needs Analysis:

- Older people
- Young people
- Disabled people, including people with mental health issues
- People from BME communities, particularly newly arrived and refugee communities
- People living in areas of high deprivation, particularly in peripheral areas of the City for whom access to transport may be a barrier

The total grant available annually for the City is £300,000 and we will invite applications of under £30,000 per organisation for this grant. However we will consider applications for over £30,000 from organisations which are currently in receipt of Investment Grant at above this level, where the organisation is strategically relevant and where funding at this level is essential to meet evidenced need.

Funded organisations will need to show how they contribute to the following outcomes for the target service users:

- Access to and information about services is broadened and extended for deprived or disadvantaged communities.
- Bristol residents have improved life chances through access to good quality information, signposting and advice.

Organisations seeking funding to provide advice services will need to comply with quality assurance standards (currently under development).

(2c) Small Annual Grant

Total available £60,000 citywide

Analysis of our BCC Development Grant monitoring in 2009/10 and the recent Community Development Foundation evaluation of funding small VCS groups⁴ and

³ Commissioning Strategy for Advice Services funded through the Community Investment Budget & the Health Related Benefits Programme, Bristol City Council, February 2010

⁴ 'The Next Generation of Service Providers' (Community Development Foundation, Andrew Curtis, September 2010)

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the Third Sector Research Paper 33⁵ have shown how small grants to small VCS groups can make a big impact in terms of service delivery.

We are therefore proposing to offer a more targeted Small Annual Grant to small local groups.

The primary aim of this small annual grant funding is to encourage local people to become more involved in community-led activities that enable deprived and disadvantaged communities to become stronger and respond to and cope with change.

From 2012 we will offer one-year grant aid funding of between £1,000 and £5,000 to local groups in deprived areas or servicing disadvantaged communities. Groups funded must have an income of less than £50,000 per year. Priority will be given to groups who receive no other funding from the city council. Groups must be led by the community and run for the benefit of the community and we will cross-reference with Neighbourhood Partnership Wellbeing Grants to ensure that there is no duplication of funding

Applications for this grant will be invited four times throughout the year. We will review the grant following the initial two application rounds to check that we have pitched the criteria correctly.

Examples of activities that might be funded are self-help, community action, key skills development or activities that enable people to take up opportunities that would otherwise not be available to them. Funded groups must show that they contribute to the following outcomes:

- Increased participation by people in activities that improve their community.
- Local people benefit from opportunities that would otherwise not be available to them

(2d) Community Voice and Influence

Total available: £82,500

Our recent VCS Infrastructure Support Needs Assessment and the Community Cohesion Strategy clearly identify community voice and influence as key priorities. By 'community voice' we mean groups or structures that enable local communities to have their say about local issues that are important to them. We currently grant fund three equalities groups to deliver this service (Bristol Older People's Forum, Bristol Multi Faith Forum, Bristol Lesbian Gay Bisexual and Transgender Forum) and in addition we are committed to funding the new independent Bristol Disability Equality Forum for three years (until March 2013).

It is our aspiration that connections between the funded Voice & Influence groups and the new VCS Infrastructure Support Service will develop over 2011/12.

⁵ Third Sector Research Centre Working Paper 33: 'Understanding the distinctiveness of small scale, third sector activity: the role of local knowledge and networks in shaping below the radar actions' Jenny Phillimore and Angus McCabe with Andri Soteri-Proctor and Rebecca Taylor (May 2010)

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We are therefore proposing to maintain the existing funded Voice and Influence groups until March 2013 so that we can consider how Voice and Influence should function and connect and how we can better assess the impact of these services. We will then commission Voice and Influence services to contribute to the following outcomes:

- Equalities communities have increased influence on public services
- Equalities communities have increasingly fair access to goods and services
- Understanding of the diverse equalities communities that make up our City is increased and improved.

Organisations commissioned to enable Community Voice and Influence will also be expected to have working links with the Tackling Discrimination casework service (see 3b) so that trends and gaps identified in casework analysis can inform their work.

(2e) Promoting Cohesion

Total available: £55,000

The City Council's Community Cohesion Strategy 2010-13 sets out the need for local services that build strong and positive relationships and strengthen communities. We want to be able to deliver specific activities or interventions that strengthen community relationships in identified areas of tension and therefore we will commission local specialist VCS organisations to deliver these services.

We will commission services to contribute to the following outcomes:

- Increased participation by excluded individuals in activities that improve their community.
- More people agree that people treat each other with respect in their neighbourhood
- More people feel they belong to their neighbourhood
- More people agree that people from different backgrounds get on well together.

(2f) Supporting recovery from substance misuse in communities

Total available £100,000 citywide (Safer Bristol Funding)

In the new drug strategy: "Reducing Demand, Restricting Supply, Building Recovery: Supporting People to Live a Drug Free Life" the Government has set out a clear ambition for individuals to achieve recovery and support people to live a drug-free life. This vision recognises that people do not use substances in isolation from what is happening in the rest of their lives. It acknowledges that the causes and drivers of substance dependence are complex and personal. Thus it argues that the solutions need to be holistic with the expectation that full recovery is possible.

Recovery is not just about tackling the symptoms and causes of dependence, but about enabling people to successfully reintegrate into their communities.

Stigma is a major barrier to the successful recovery of substance users⁶, preventing them playing a more positive role in communities and reintegrating into society. Reintegration and recovery of substance users will simply not happen unless there are changes made to tackle stigma. Support and promotion of community participation and increased contact with recovering substance users will break down barriers and build foundations for long term recovery from substance misuse problems.

Safer Bristol Partnership is therefore proposing to offer grants to encourage voluntary organisations to become more involved in community-led activities that enable recovering substance misusers to re-integrate and to become an active member in their communities.

Funded organisations will need to show how they contribute to the following outcomes:

- Improve the knowledge and understanding among the general public about drug and alcohol dependency and recovery to reduce the levels of fear and blame.
- Develop new ways to support and promote community participation and increased contact with recovering substance misusers in order to tackle stigma and encourage community cohesion.
- Increase the number of recovering substance misusers engaging in community activities in order to sustain their recovery.

⁶ Substance Users is referring to both drugs (legal and illegal) and alcohol

Outcome Theme 3: Inequality for deprived, disadvantaged and excluded communities is reduced

(3a) Community Advice Services

We have commissioned community advice services through a competitive process as detailed in our recent Needs Assessment and Strategy. Our aim is the provision of advice services throughout the city that are fully accessible to all communities, particularly those people living in deprived areas of the city and those on a low income, in order to achieve the following outcomes:

- Bristol residents have improved life chances through access to good quality advice services
- Bristol residents, particularly those vulnerable to recession, are able to maximise their resources
- Improved outcomes for people who have complex or multiple advice needs

The commissioned services started on 01/04/2011 and funding agreements are for a period of three years with an option to extend for a further one year.

(3b) Tackling Discrimination Service

Total available: £90,000

From 2012 we will commission a combined casework and legal support service for Bristol residents who have experienced discrimination in goods and services or employment locally on the grounds of any of the equalities strands included in The Equality Act 2010.

The limited data we have about discrimination cases locally shows that there continues to be a need for race discrimination casework, but that the numbers of people seeking support for discrimination cases on other grounds, particularly on grounds of sexual orientation and disability, are increasing.

We propose that our funding will also support the analysis of casework to identify trends or gaps in service provision, which will be reported to the Community Voice & Influence network (see 2d). Organisations commissioned to tackle discrimination will need to evidence their contribution to the following outcomes:

- Equalities communities have increasingly fair access to employment, goods and services
- Local service providers and employers deliver improved outcomes for equalities communities⁷

⁷ According to the Bristol Compact and The Compact (S.5.2 and S.5.3)

Definitions of terms used in the Strategy

Commissioning

Commissioning is the process of specifying, securing and monitoring services to meet people's needs at a strategic level.

Compact

The Bristol Compact is the agreement between local public agencies and the voluntary, community & social enterprise (VCSE) sector. It defines and strengthens positive working relationships by establishing a set of working principles and a framework for developing better working practices and positive partnership working.

Deprivation

Deprivation is a concept, concerned not merely with material goods but also with the ability to participate in social life. It is a relative concept where standards are defined in relation to social norms or expectations. Poverty and deprivation are seen as interlinked as cause and outcome.⁸ The Communities & Local Government Indices of Deprivation 2010 gives an area-based measure of deprivation and will be used to support the implementation of this strategy.

<http://www.bristol.gov.uk/ccm/content/Council-Democracy/Statistics-Census-Information/deprivation.en>

Full Cost Recovery

Full cost recovery means recovering or funding the full costs of a project or service. In addition to the costs directly associated with the project, such as staff and equipment, projects will also draw on the rest of the organisation. For example, adequate finance, human resources, management, and IT systems, are also integral components of any project or service. The full cost of any project therefore includes an element of each type of overhead cost, which should be allocated on a comprehensive, robust, and defensible basis.

Fund/Funding

The monies provided to an organisation through a 'funding agreement' to finance a specific purpose, project or need.

Neighbourhood Partnerships

Neighbourhood Partnerships bring together local councillors, neighbourhood police teams, community groups and local residents to shape services such as street cleaning, park maintenance, local recycling schemes, minor traffic schemes, highway maintenance and community safety

Outcomes

Outcomes are the changes that will come about as a direct result of the work done by an organization.

⁸ 'People are relatively deprived if they cannot obtain, at all or sufficiently, the conditions of life - that is, the diets, amenities, standards and services - which allow them to play the roles, participate in the relationships and follow the customary behaviour which is expected of them by virtue of their membership of society. If they lack or are denied resources to obtain access to these conditions of life and so fulfil membership of society, they may be said to be in poverty.' (Townsend, 1993)

Revenue Funding

The money needed by an organisation to cover the costs of activities. Most of an organisation's costs will probably be day-to-day running costs like rent, photocopying, telephone and perhaps wages: i.e. revenue costs. Some costs, such as items of equipment or work needed on buildings, are called capital costs.

Strategically relevant organisations

An organisation is strategically relevant if it provides, or enables other organisations or agencies to provide, a range of services which directly contribute to the Bristol 20:20 Priorities. The loss of a strategically relevant organisation would have an impact not only on its own service users, but on a range of services directly contributing to Bristol 20:20 Priorities that are delivered by other agencies and organisations.

VISIBLE

The VISIBLE Standard is a nationally accredited quality standard for community organisations.

Wellbeing Grant

A small grant offered to local VCSE groups by Neighbourhood Partnerships.

Appendices & Supporting Documents

Appendices

Appendix 1: **Implementation**

Appendix 2: **Application & Selection Criteria**

Appendix 3: **Tackling Discrimination: Needs Analysis** (available on request)

Appendix 4: **EQIA of the strategy** (available on request)

Supporting Documents

The following supporting documents are available on our website:

Implementation Timetable

The strategy is supported by an implementation plan that sets out the timescales for the consultation process, finalising the strategy and grant applications and assessments.

List of Background Papers & Policy Context

Further information about local and national strategies and policies which have shaped the strategy are available on the website.

Queries about this strategy can be directed to:

The Investment & Grants Team
Bristol City Council
Brunel House
St. George's Road
Bristol
BS1 5UY

Tel: 0117 903 6437/9

Email: investmentandgrants@bristol.gov.uk

Community Investment Strategy Implementation

Funding Breakdown 2012/13

Outcome Theme	Community Investment Grant	Status (For 2012/13)	Total Amount
Outcome Theme 1	VCS Infrastructure Support	Already commissioned	£376,000
Outcome theme 2	Centres for Community Action	Open to grant applications for 2012/13	£350,000
	Stronger Communities	Open to grant applications for 2012/13	£300,000
	Small Annual Grant	Open to grant applications for 2012/13	£60,000
	Community Voice & Influence	To be commissioned from 2013	£82,500
	Promoting Cohesion	To be commissioned from 2012	£55,000
Outcome Theme 3	Community Advice Services	Already commissioned	£676,500
	Tackling Discrimination	To be commissioned from 2012	£90,000
Supporting victims of hate crime & Domestic Abuse	Grant to be transferred to Safer Bristol	To be commissioned by Safer Bristol from 2012	£65,000
Total			£2,055,000

Additional Safer Bristol funds:

Outcome Theme	Safer Bristol Grant	Open to applications in 2011 (For 2012/13)	Total Amount
Outcome theme 2	Supporting recovery from substance misuse in communities	Yes	£100,000

Variability of funding

The proposed grant funding totals above are based on an expected budget of £2,057,000 for 2012/13. We will make every effort to maintain the funding levels proposed over the period of the Community Investment Strategy but in the current financial climate it may be necessary for Bristol City Council to reduce the amount of funding. In the event of a reduction in the Community Investment Budget the city council will give notice of a minimum period of three months¹ to funded organisations affected and will clarify the total funding available at the start of each grants application round.

Powers to allocate grant funding

Section 2 Local Government Act 2000 gives the council the power to do anything it considers is likely to promote or improve the economic, social or environmental well-being of its area. This includes the allocation of grants to the voluntary sector where no specific legal power exists. In deciding to exercise the s.2 well-being power, the council has regarded its community strategy (i.e. the Bristol Partnership 20:20 Plan) and is satisfied that the allocation of these particular grants reflects its own priorities.

Allocation of funding must be done in a fair and transparent way and in accordance with the council's published process and evaluation criteria. Any grant funding must also be safeguarded by way of a properly monitored service level agreement or contract between the council and the voluntary body.

Three year Funding Agreements

We aim to offer three-year funding agreements as standard². We will hold a grants round open to applications once every three years and we will offer funding agreements for three years for successful applicants. The benefits of this are that we can consider and make decisions about applications from a whole range of services across the City at one point in time and that it enables capacity within the grants team to focus on commissioning in interim years.

Responding to new and changing need

However in offering three-year funding we need to consider how we can respond to changing and emerging needs in the interim. Of the funding priorities proposed, our experience to date suggests that the Stronger Communities priority is most open to new and changing need. Therefore to enable us to respond to new and changing need, we will withhold £25,000 per year of the Stronger Communities grant-budget to be used as a contingency or response fund.

Withdrawal or reduction of grant

We recognise that a number of VCS organisations in the city have received Community Investment funding annually for a significant period and that this strategy proposes changes to our funding priorities and a new outcomes-based funding approach. We will undertake a risk assessment across our current grant-funded portfolio and we will seek to work with organisations to mitigate strategic risk³.

¹ According to the Bristol Compact and The Compact (S.4.4) and the Decommissioning Guidance of The Enabling Commissioning Framework (December 2010)

² According to the Bristol Compact and The Compact (S.3.4)

³ According to the Bristol Compact and The Compact (S.4.4) and the Decommissioning Guidance of The Enabling Commissioning Framework (December 2010).

National & Local Indicators

There are a range of indicators we will use to measure the progress of our Outcomes within this strategy, many of which will also be influenced by and contributed to by other areas of related work within both BCC and the Bristol Partnership.

NI 1 - % of people who feel that their local area is a place where people from different backgrounds can get on well together (Quality of Life or QOL Survey)

NI 2 - % of people who feel they belong to their neighbourhood (QOL survey)

NI 4 - % of respondents who agree they can influence decisions in their local area (QOL Survey)

NI 6 - % of respondents who have participated in local volunteering

NI 7 - % of third sector organisations who agree that statutory bodies have very positive or positive influence on their organisation's success

NI23 - % respondents who agree that people treat other people with respect in their neighbourhood (QOL Survey)

Attendance at Neighbourhood Forum meetings (local NP indicator)

Implementing the Bristol Compact and The Compact

This strategy makes reference to the Bristol Compact and The Compact throughout. Compact principles and values are integrated into the Community Investment Strategy so that implementation of the Bristol Compact and The Compact is a fundamental part of the strategy, specifically:

- Consulting on the draft strategy
- Considering accountability and transparency
- Drafting the strategic values
- Planning for reducing or withdrawing funding
- Length of funding terms
- Promoting full cost recovery

Community Investment Strategy 2012-15 Application & Selection Criteria

Application Criteria

Each of the grants in Outcome Theme 2 will be open to applications from VCS organisations which meet the following criteria:

(i) Constitution

They must have a constitution (set of rules) and a management committee

(ii) Bristol-based

They must be Bristol-based (i.e. with an established local presence in Bristol) and the work they do must be for the benefit of Bristol people.

(iii) Bank Account

They must have a bank account in the name of the organisation that can only be authorised by at least two signatories (who are not related or living at the same address).

(iv) Charitable or not-for-profit

They have to be a charitable or not-for-private-profit organisation, eg. a registered charity, company limited by guarantee with charitable status, Community Interest Company (CIC), a co-operative or community benefit Industrial & Provident Society.

Selection Criteria

(i) Value For Money

Under State Aid rules we must seek to ensure value for money. Through this strategy we are proposing significant changes to the way in which funding is allocated so that money can be better directed towards funding priority areas of work which will benefit the city most and to provide better value for money. Through targeted competitive grant processes we will take into account the level of contribution towards the outcomes offered by each application and will make a judgement about the value for money. We will encourage all applicants to use full cost recovery when establishing activity costs and central management costs for all funding applications¹. We will only consider applications for core-cost-only funding in exceptional circumstances where this is essential in the short-term to enable strategically relevant organisations to continue to deliver services that clearly achieve our stated outcomes.

¹ According to the Bristol Compact and The Compact (S.3.8)

(ii) Evidenced Need

We will take into account the evidence that a community needs to have a specific activity or service, both the evidence provided by the applicant organisation and our own information and data. We will prioritise the deprived and disadvantaged communities in most need.

(iii) Evidenced 'Theory of Change'

We will take into account the evidence provided by the organisation about their 'theory of change', by which we mean how the activities they want funding for will contribute to the outcome, the impact they expect to have, how they will measure and monitor this and their experience in providing such activities.

(iv) Baseline Standards

We will assess all organisations against our Baseline Standards to ensure that we only fund groups that have a minimum standard of governance, policy compliance and insurances.

(v) Financial Need

We will take into account the need for funding through a financial assessment, which will also consider and assess financial management and sustainability.

(vi) Single Issue Groups:

We will fund activities that are targeted or restricted to a particular equality group (eg. Asian women only information service) and we will fund organisations which restrict their services to a particular equality group. But we will only provide such funding where there is reason to believe that this is the only or best way to meet the particular needs of that equality group (and it is lawful under the provisions of the Equality Act 2010).

(vii) Faith groups:

We will fund faith-based groups and their activities, provided they are open to all and are likely to promote economic or social well-being. However, we will not fund activity that is aimed primarily at promoting religion or proselytising. As described in the paragraph above, we will also fund activity targeted at or restricted to persons of a particular religion or belief, but only where there is reason to believe the activity is the only or best way of meeting the particular needs of those persons.

BRISTOL CITY COUNCIL

Equality Impact Assessment (EqIA) - Part Two - Full Assessment

This form has been developed to use as a guide when conducting a full equalities impact assessment (EqIA) on a policy, project, service, contract or strategy. It is the second part of the EqIA form. Part One - Screening should be completed first, but both forms should be viewed as a continuous process. This form includes questions to be answered by the person/team conducting the EqIA and suggested questions to be asked of key stakeholders during consultation.

It is important to consider all available information when assessing the impact of a new or changed policy or function and whether it meets the particular needs of different equalities groups. Please attach examples of any monitoring information, research and consultation reports that you have used to assess the potential impact on the seven equalities strands and any other identified groups to your record of this EqIA process.

NB - Only fill in the sections that are relevant

Name of Policy, project service contract or strategy being assessed	Community Investment Strategy 2012-2015
Directorate and Service	Neighbourhoods
Names and roles of officers completing the assessment	Jane Houben – Investments and Grants Manager
Main contact telephone number	Jane Houben – (0117) 9036437
Date	04/07/2011

2. Consideration of available data, research and information

	Key questions	Notes	Are actions needed? By whom? How is it going to be done?
2.1	<p>What further quantitative (numbers) data do you already have (eg census, employee data, customer data etc) about those who use or will be affected by the policy, project, service, contract or strategy?</p> <p>What gaps are there in the data?</p> <p>What else do you need?</p>	<p>Information from the Needs Analysis for Commissioning Community Advice Services (which was updated following consultation in 2010).</p> <p>Information from the Tackling Discrimination needs analysis which has been updated following consultation.</p> <p>Equalities Groups and VCS groups were consulted about the strategy and the information used in the Needs Analysis and the assumptions made on the basis of this content.</p> <p>Some further data was provided through the consultation and this has been reflected in the strategy. This has been collated so that changes can be tracked.</p>	<p>The strategy and the needs analysis updated to incorporate additional data provided through the consultation and to reflect any changed data or assumptions.</p> <p>(Jane Houben)</p>
2.2	<p>What further qualitative (how people feel) data do you already have (eg customer satisfaction</p>	<p>Information from consultation events and from written consultation responses received</p>	<p>The strategy and the Needs Analysis is updated to incorporate additional data provided through the</p>

	<p>surveys, previous consultations, staff surveys etc) about those who use or who will be affected by the policy, project, service, contract or strategy? What gaps are there in the data? What else do you need?</p>	<p>has provided some qualitative data.</p>	<p>consultation and to reflect any changed data or assumptions. (Jane Houben)</p>
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Formal consultation (include within this section any consultation you are planning along with the results of any consultation you undertake)

	Key questions	Notes	Are actions needed? By whom? How is it going to be done?
3.1	<p>Who do you need to consult with? Do you have a plan for how to find the right people?</p> <p>You need to consider how you will consult with service users and/or communities widely but also how you will reach consultees who may not respond to or be able to access your main consultation activities. This will mean targeted consultation.</p> <p>Also consider the benefits and challenges of bringing consultees together who may have very different or even opposing views of the policy in question. This could</p>	<p>Consultation on the needs analysis and the strategy has been undertaken over a 12 week period from March 2011 to May 2011. A number of consultation events were held with VCS groups.</p> <p>Feedback from the consultation events and meetings and from completed feedback forms, emails and written submissions has been compiled and analysed and responses agreed.</p>	<p>Completed</p>

	present challenges but could also encourage different groups to consider each others' points of views and experiences and might build understanding prior to the policy being implemented.		
3.2	<p>What method / form of consultation can be used?</p> <p>What is your plan and timetable for this? This will need to be done before progressing to 3.3.</p>	<p>The consultation was online (on Consultation Finder and on the Investment and Grants web page), by paper response form and through a series of targeted events and meetings.</p> <p>It was undertaken during a 12 week period between 7th March 2011 and 31st May 2011.</p> <p>Consultation information was sent to all Investment Grant funded groups, all contacts on the Investment Grant contacts database on 07/03/11. Information about events was sent to all contacts and to network organisations on 07/04/11. A briefing note was sent to all Councillors on 12/04/11.</p>	Completed

You must ensure that you record all the main areas of concern raised by equality and customer groups during consultations and how you will address these concerns. You may wish to use this template:

Group consulted	Date, Venue and number of people attending consultation	Area of concern from Group	How will this be addressed and fed back to the group?
BME Led groups	Thursday 19/05/11 Malcolm X Centre 18 attendees	See appendix (collated feedback - written feedback received and feedback from consultation sessions).	Notes of the meetings have been sent to all attendees. All feedback has been collated and this will be published through 'You said: We did'
Disabled led groups	Monday 09/05/11 The Vassall Centre 7 attendees	See appendix	As above
Women-led groups & service users	Monday 16/05/11 Barton Hill Settlement 5 attendees	See appendix	As above
General session, North Bristol	Cancelled due to staff illness	Cancelled	As above
General session, East & Central Bristol	Tuesday 25/05/11 Barton Hill Settlement 16 attendees	See appendix	As above
General session, South Bristol	Monday 23/05/11 Withywood Centre 7 attendees	See appendix	As above

Tackling Discrimination Session	Wednesday 18/05/11 St. Werburghs Centre 8 attendees	See appendix	As above
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	Key questions	Notes	Are actions needed? By whom? How is it going to be done?
3.3	<p>What consultation has actually been carried out as part of this EqIA and with which groups? What did you do?</p> <p>Consultation on the Draft Strategy and the Tackling Discrimination Needs Analysis from March 2011 to May 2011. Consultation events held (as listed above).</p>	<p>See appendix detailing all consultation feedback received.</p> <p>We emailed both the Bristol Multi Faith Forum and to the Bristol Lesbian, Gay and Bisexual Forum asking to consult with them.</p> <p>Bristol LGBT responded by asking some clarification questions about funding and sent a representative to The Tackling Discrimination consultation event.</p> <p>We have received no response from Bristol Multi Faith Forum.</p>	Completed.
3.4	<p>Were there any main issues arising from the consultation? You may want to progress straight to 4.1 and answer under specific equality strands.</p>	<p>See appendix for consultation feedback. All feedback has been considered as part of this EQIA.</p>	<p>The Strategy has been updated and amended following the consultation feedback.</p> <p>The Tackling Discrimination needs assessment will be updated.</p>

4. Assessment of impact/Final Report

Based on the data you have analysed, and the results of consultation or research, list below how the policy will or does work for each equalities group. Identify any differential impact and consider whether the policy/function meets any particular needs of each of the seven equalities groups.

If you do identify any adverse impact you must:

- a) Seek legal advice as to whether it is or is potentially discriminatory, and
- b) Identify steps to mitigate any adverse impact

Include any examples of how the policy or service helps to promote race, disability, gender and lesbian, gay and bisexual equality.

		Impact or potential impact/Helps to promote equality
4.1	<p>Gender (incl. Transgender) – identify the impact/potential impact of the policy on women, men and transgender people</p> <p>We acknowledge that there was a lack of engagement with Transgender people in the consultation. There is a potentially positive impact for Transgender people .</p>	<p>Positive</p> <p>There is no expectation that the impact on women will be greater than that on men. However women are more likely to be in lower paid jobs and BME women are more likely to find it difficult to access mainstream and statutory services because of cultural, language or childcare barriers. In addition disabled women have additional barriers to employment and services.</p> <p>Feedback received (from one respondent) has suggested that older white men are more likely to be isolated and less likely to be engaged in their local communities than women or than men from BME communities. We will suggest to providers that they consider</p>

		<p>targeting services at such 'sub groups' of communities, where there is evidenced inequality.</p> <p>Both the Centres for Community Action grant and the Stronger Communities grant may fund targeted community services which broaden opportunities for particular groups of women or men in need and which provide quality information, signposting and advice. These will benefit women and men from these groups and help to reduce inequality.</p> <p>Widening the remit of the Tackling Discrimination service to include discrimination on grounds of gender will also have a positive impact on women.</p>
.2	<p>Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including visual and hearing impairments, mobility impairments, learning disability etc).</p>	<p>Positive</p> <p>The proposal to include discrimination on the grounds of disability in a commissioned Tackling Discrimination should have a positive impact for disabled complainants. However concerns have been raised about the level of funding proposed (£75k) and if this is sufficient to provide a service.</p> <p>Equalities-focused 'Voice & Influence' funded services should enable disabled-led groups to access grant funding and gain stability – resulting in improved services for disabled people.</p> <p>Improved monitoring requirements should result in (i) better data collection and information about disabled users and (ii) increased</p>

		<p>awareness by funded groups of the needs of disabled people in the communities served.</p> <p>A specific ‘Stronger Communities’ grant focused on improving quality of life through better access to information, advocacy and signposting should benefit disabled people generally and specialist targeted services to disabled people would be possible through this grant. We considered the possible impact of a ‘cap’ in the amount organisations can apply for. Feedback about the proposed cap, particularly the Stronger Communities Grant, informed us that the DIAS advice service provided by WECIL would suffer a reduction of funding of 50% although demand for the service is increasing. Feedback received has suggested we considered other alternatives and so we will not introduce a fixed cap and have revised the strategy accordingly.</p> <p>The Small Annual Grant, aimed at small community-led groups should be accessible to disabled-led groups, particularly those which are smaller and user-led.</p> <p><u>Proposed measures to mitigate any adverse impacts:</u> Tackling Discrimination funding has been increased to £90k</p> <p>We will update the Tackling Discrimination needs analysis to include feedback received from disabled groups.</p> <p>We will note the principles of User Led Organisations (ULOs) with specific regard to our small grants.</p>
4.3	Age – identify the impact/potential	Positive

<p>impact of the policy on different age groups</p>	<p>Equalities-focused 'Voice & Influence' funded services should enable older people (particularly the Bristol Older Peoples Forum) to access funding– resulting in improved services for older people.</p> <p>Discrimination on grounds of age will be included in the Tackling Discrimination casework service, benefitting both younger and older people.</p> <p>A specific 'Stronger Communities' grant focused on improving quality of life through better access to information, advice and signposting should benefit older and younger people, with specialist targeted services to older or younger people possible through this grant.</p> <p>Centres for Community Action grant would enable funding of local community centres and associations to provide increased and broadened access to services locally for both older and younger people, particularly those in deprived or disadvantaged communities.</p> <p>The small annual grant should enable community groups of/for older or younger people to apply for grant funds of up to £5,000 for activities.</p> <p>Older people may suffer multiple deprivations (e.g. older carers) and frail or vulnerable older adults may find accessing existing services difficult. In addition feedback received has suggested that older people's groups may not be well-linked into information about</p>
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		<p>funding available etc.</p> <p><u>Proposed measures to mitigate any adverse impacts:</u></p> <p>Ensure that information about funding sources, particularly about the small grant, is shared with a range of organisations providing support to older people.</p>
4.4	<p>Race – identify the impact/potential impact on different ethnic/racial groups.</p>	<p>Positive</p> <p>There is currently little funding to Somali-led groups across the Council given the population size and evidence of need. The range of grants available should mean that opportunities for grant funding are accessible to Somali-led groups serving the local population.</p> <p>Many smaller BME-led groups have successfully applied for Development Grant over the past few years (in 2009/10 48% of Development Grant allocated went to BME-led groups). Withdrawal of this grant will have an impact on BME-led groups but the introduction of an income capped Small Annual grant should mitigate this impact.</p> <p>We will transfer funding to support people who are victims of race hate crime to Safer Bristol so that they can more effectively pool budgets and commission services for the life of this strategy. We have sought comment from the existing provider and concern has been raised by others that once this money is transferred its purpose may be changed.</p>

We propose a commissioned Tackling Discrimination service expanded to cover all equalities strands (not just race). However the funding level initially proposed (£75k) will mean a reduction in the current service level to people discriminated on the grounds of race (currently a race discrimination casework service funded at £70k). We have increased the proposed funding to £90k as a result of feedback received.

A specific 'Stronger Communities' grant focused on improving quality of life through better access to information, advocacy and signposting should benefit BME people generally and specialist targeted services to specific BME communities people would be possible through this grant.

Overall the impact should be positive, with the focus of the grant on equalities and deprived communities (inner city wards that have the highest BME populations and are included the areas suffering highest levels of deprivation).

Many of the services funded have been developed to respond to emerging need and some of the BME-led groups are small.

We have considered the impact of proposed funding caps for Centres for Community Action and Stronger Communities on existing organisations serving BME communities which currently receive funding above the proposed cap level. We will not implement a fixed 'cap' limit to funding but will consider

		<p>applications for higher levels of funding where there is evidenced need and to protect strategically important services.</p> <p>Refugee communities may have unique operational challenges and intense immediate pressures on their services, providing support to people with multiple needs and barriers in accessing support to mainstream services.</p> <p><u>Proposed measures to mitigate any adverse impacts:</u></p> <p>We will ensure that monies transferred to Safer Bristol for commissioning Hate Crime Support services are protected for the three years of this strategy (as long as our budget permits) so that support for victims of race hate crime continues.</p> <p>We have reconsidered the proposed funding levels for the Tackling Discrimination Service.</p> <p>We will ensure that support to groups led by new and refugee communities is available for the grants round.</p>
4.5	<p>Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay men, bisexual and heterosexual people</p>	<p>Neutral/Positive</p> <p>We have not received any feedback from LGBT groups about the strategy but we have received positive feedback about widening the Tackling Discrimination Service to include discrimination on the grounds of sexual orientation. However concerns were raised about the proposed level of funding and we subsequently increased this.</p>

4.6	<p>Faith/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no faith.</p>	<p>Neutral</p> <p>We have clarified our approach to funding faith groups in the strategy (Appendix 2). We have not received any feedback from faith groups on the eligibility criteria.</p>
4.7	<p>Any other groups? eg. Children leaving care, Carers etc</p> <p>Socio-economic deprivation in some areas of the city impacts disproportionately on some equalities groups.</p>	<p>We have considered the impact of proposed funding caps for Centres for Community Action and Stronger Communities on existing organisations serving deprived/disadvantaged communities which currently receive funding above the proposed cap level.</p> <p>We will not implement a fixed ‘cap’ limit to funding but will consider applications for higher levels of funding from strategically relevant organisations where there is an evidenced need for funding at this level.</p>
4.8	<p>Are there additional measures that could be adopted to further equality of opportunity in the context of this policy/service/function and to meet the particular needs of equalities groups that you have identified?</p>	<p>As part of the grants process we will undertake an EqIA of non-renewal of grant, covering all organisations affected, to identify impacts and mitigating actions.</p>
4.9	<p>Community cohesion</p>	<p>The strategy has been aligned with the Community Cohesion</p>

<p>Is there a potential impact on community relations that could result from the implementation of this policy? Could the policy have implications for community tensions and how different groups perceive and respond to each other? Detail how you will mitigate any risk to community cohesion e.g. by addressing people's perceptions of the fairness of the policy, by bringing people together to understand the policy, through your communications plan etc.</p>	<p>Strategy.</p> <p>To ensure that there is no negative impact on community cohesion in the City, the Strategy and grant application and evaluation processes must be robust and transparent to ensure clear and sound decision making.</p> <p>The 'Promoting Cohesion' funding theme will also have a positive impact on Community Cohesion which should be measurable.</p>
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It is essential that you now complete your action plan and impact assessment register. They are a vital component of your equalities impact assessment.

Include all of the measures that you will take to improve the service/function for equalities communities, eg. staff training, positive action, revisions to the policy, monitoring of your action plan etc.

Once you have completed the forms, please keep a copy as a record of the processes you have been through in carrying out the EqlA. Please sign and date, keep one copy of both and send one to the Corporate Equalities Team.

Action Plan

Recommendation	Key activity	Progress milestones	Officer Responsible	Progress

<p>equalities groups.</p>	<p>and disadvantaged communities, they intend to reach.</p>	<p>(Appendix 2). Applicants will be asked to suggest KPIs which clearly demonstrate how the service will contribute to the given outcomes for the deprived or disadvantaged groups they will be working with.</p> <p>Review KPIs with providers annually.</p>	<p>Hywel Caddy/Jane Houben</p>	
<p>Remove fixed funding 'cap'</p>	<p>The impact of a fixed cap may be that existing services cannot meet the need/demand and that strategically relevant organisations can no longer continue. We have therefore reconsidered our proposals for a fixed cap.</p> <p>We have revised the strategy so that applications for over the upper limit will be considered from strategically relevant organisations needing over this level of funding in order to meet evidenced need.</p>	<p>Put in place application and evaluation process which enables this consideration by the panel.</p>	<p>Jane Houben &</p> <p>Hywel Caddy</p>	

Note principles of User Led Organisations	Ensure that the principles of ULOs are noted, particularly with regard to the Small Annual Grant.	Once ULO Principles agreed by BCC	Grants Team	
Ensure that information about grants and application processes is accessible and is shared across groups less-likely to be engaged with general VCS support networks.	Ensure that information about funding sources, particularly about the small grant, is shared with a range of organisations, particularly those providing support to older people, led by refugees and ULOs.	Identify support organisations for older people's groups, refugee groups and ULOs and include on information/ mailing lists by August 2011.	Jane Houben & Hywel Caddy	
Ensure that current funding for hate crime is not 'lost' when it is transferred to Safer Bristol.	We will ensure that monies transferred to Safer Bristol for commissioning Hate Crime Support services are protected for the three years of this strategy (as long as our budget permits).	Continue involvement with joint commissioning of hate crime services with Safer Bristol (ongoing)	Jane Houben	
Maximise the budget available for commissioning the Tackling Discrimination Service.	We have reconsidered the proposed funding levels for the Tackling Discrimination Service and increased these to £90,000 in the strategy.	Seek other funding contributions from statutory services in Bristol. October 2011	Gillian Douglas	

Ensure that organisations understand the grants process.	We will ensure that support to groups, particularly those led by new and refugee communities, is available for the grants round.	Organise sessions about the outcomes-based application process. September 2011	Jane Houben & Hywel Caddy	
Ensure that any advice services are of good quality and make appropriate referrals to commissioned advice services.	Clear but proportional quality assurance (including confidentiality, data protection and information sharing policies and protocols) required.	Seek advice from ACFA about a QA process which can be used for groups funded to provide advice. By August 2011	Hywel Caddy	
Consider the impact of reduction or cessation of grant funding on local communities.	Where currently funded organisations are unsuccessful in applying for grant funding for 2012/13 and beyond, consider the impact of the reduction or cessation of grant funding through an Equalities Impact Assessment in order to identify and mitigate risks.	EqIA to consider impacts of withdrawal of grant to unsuccessful applicants. December 2011	Jane Houben & Hywel Caddy	
Ensure that the grants application and evaluation process is seen to be fair	The grants application processes must be clear and proportional to the amount of	Set up clear and useable application forms which reflect the evaluation criteria	Jane Houben & Hywel Caddy	

	<p>grant applied for.</p> <p>The evaluation criteria set out in the strategy (Appendix 2) must be reflected in the application form and the evaluation process.</p>	<p>(July 2011)</p> <p>Set up a robust evaluation process and an evaluation panel with the skills and knowledge required to enable transparent evaluation and allocation decisions. (October 2011)</p> <p>Ensure that panel decisions are clearly documented.</p>	<p>Jane Houben & Hywel Caddy</p> <p>Gillian Douglas</p>	
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Signed
Lead Officer
Date

Signed Anneke van Eijkern
Directorate Equalities Adviser/Officer or Equalities Contact
Date 6th July 2011

Eco Impact Checklist

Title of report: Community Investment Strategy 2012-15				
Report author: Di Robinson, Service Director, Neighbourhoods and Communities				
Anticipated date of key decision: 21/7/11				
Summary of proposals: This strategy has been developed to set the priorities for funding to the voluntary and sector from the Community Investment pot of £1M per annum - from 1 April 2012 to 31 March 2015.				
Will the proposal impact on...	Yes / No	+ive or -ive	If yes...	
			Briefly describe impact	Briefly describe Mitigation measures
Emission of Climate Changing Gases?	Yes	-	<p>VCS organisations consume electricity and gas.</p> <p>VCS orgs will consume fuel for travel during service provision and staff's/volunteers' travel to work.</p> <p>Service users may consume fuel to travel to VCS providers.</p>	<p>The funding agreement negotiation stage (February to April 2012) will ensure that wherever possible VCS organisations :</p> <ul style="list-style-type: none"> • reduce their energy consumption • reduce the travel impacts associated with service provision • promote sustainable travel amongst staff/volunteers • provide services in readily accessible locations with good public transport links (many city wide services are based close the city centre and hence public transport). • promote the use of sustainable transport amongst visitors to their offices eg details of bus services on websites / publicised material etc. • providing opportunities for service users to 'self-service' through the internet and to access services by telephone therefore reducing travel impacts. <p>VCS orgs will be required to report their progress in this area as part of the monitoring process.</p>
Bristol's vulnerability to the effects of climate change?	Yes	-	VCS orgs will consume water.	<p>The funding agreement negotiation stage will ensure that wherever possible VCS orgs take active steps to reduce their own water consumption</p> <p>VCS orgs will be required to report</p>

				their progress in this area.
Consumption of non-renewable resources?	Yes	- +	VCS orgs will consume a variety of non-renewable materials through the delivery of their services, maintenance of buildings etc.	The funding agreement negotiation stage will ensure that wherever possible VCS advice providers take active steps to: <ul style="list-style-type: none"> ● reduce their consumption of non-renewable resources, ● signpost members of the public to environmental advice where appropriate. VCS orgs will be required to report their progress in this area.
Production, recycling or disposal of waste	Yes	- +	VCS orgs will produce waste. Members of the public may need advice on increasing their recycling rates and reducing waste	The funding agreement negotiation stage that wherever possible VCS orgs take active steps to: <ul style="list-style-type: none"> ● embrace the waste hierarchy in their own work (ie reduce, reuse, recycle waste) ● signpost members of the public to good practice in this area where appropriate. VCS orgs will be required to report their progress in this area.
The appearance of the city?	No	N/A	N/A	N/A
Pollution to land, water, or air?	Yes	-	VCS orgs and members of the public travelling to services/activities may cause air pollution depending on their choice of transport.	See “Emission of Climate Changing Gases” section VCS orgs will be required to report their progress in this area.
Wildlife and habitats?	No	N/A	N/A	N/A
Consulted with: Gillian Douglas, N&C				
Summary of impacts and Mitigation - to go into the main Cabinet/ Council Report				

The significant impacts of this proposal are....

VCS organisations will:

- Consume electricity, water, gas, non-renewable materials and transport fuel
- Produce waste

Service users may consume fuel during their travel to services/activities.

The proposals include the following measures to mitigate the impacts :

The funding agreement negotiation stage will ensure that wherever possible VCS organisations take active steps to:

- Reduce their own operational impacts
- Reduce the transport impacts of staff travel to work and visitors to their offices
- Signpost recipients of advice to best practice environmental advice where appropriate.

All VCS organisations that are successful in securing funding for 2012-15 will be required to meet the council's baseline standards which apply to the VCS. The relevant baseline standard for ECO impact requires any funded VCS organisation to comply with the following :

Environmental management and sustainability

The council has a policy commitment to continually improve its environmental performance, and has implemented an Environmental Management System (registered to the Eco Management & Audit Scheme) across the majority of its services. Included within this commitment is a responsibility to ensure organisations the council funds have identified significant environmental aspects associated with their activities, and are mitigating impacts that may arise.

Evidence (required of VCS organisation):

- Membership of and / or active involvement with Bristol Green Capital or a similar pledge or initiative
- In relation to the funding sought, actions planned or being undertaken with regard to environmental management. For example if a group were funded to clear a derelict piece of land, the council would not wish to fund the clearance through the use of harmful chemicals.
- Where a negative environmental impact is likely as a result of an aspect of the actions funded, that alternatives be considered. For example Fare Share South West collect surplus food from the retail and catering industry, including supermarkets and redistribute these to people who are in need or vulnerable. This has an environmental benefit in reducing waste, but a cost because they use vans to collect and distribute the food. However Fare Share South West are using electric bicycles and bike trailers to replace a van on shorter journeys.

The net effects of the proposals are....

Although difficult to quantify at this stage, it is anticipated that the environmental impact of VCS organisations and recipients of their services will be reduced as a result of the mitigation measures that are included as part of this proposal.

Checklist completed by:

Name:

Gillian Douglas

Dept.:

Neighbourhoods

Extension:	22664
Date:	4/7/11
Verified by Sustainable City Group	Matt Sands