

**BRISTOL CITY COUNCIL  
CABINET  
26 January 2012**

**REPORT TITLE:** Community Investment Fund – allocation of grants to voluntary and community sector organisations

**Ward(s) affected by this report:** city wide

**Strategic Director:** Graham Sims, Strategic Director Neighbourhoods and City Development

**Report author:** Gillian Douglas, Equalities and Community Cohesion Manager

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**Report signed off by executive member:** Councillor Barbara Janke

**Purpose of the report:**

To agree funding allocations to voluntary and community sector (VCS) organisations from the council's Community Investment Fund and Safer Bristol's Supporting Recovery Fund.

**RECOMMENDATION for Cabinet approval:**

**To approve Community Investment Fund grants to VCS organisations for funding over 3 years, 2012-15 and 1 year grants to the VCS from Safer Bristol, 2012-13.**

**The proposal:**

1. This report details recommendations for funding to VCS organisations under the council's Community Investment Fund. This fund is allocated according to priorities and themes set out in the Community Investment Strategy 2012-15, approved by Cabinet 21 July 2011.
2. Also included in the process for allocating funding is a 'one-off' budget held by Safer Bristol with the theme 'Supporting Recovery from Substance Misuse in Communities'. This funding is for 1 year only, 2012-13.
3. The themes that organisations could apply under and the budget totals are :
  - 3.1 Centres for Community Action grant : £350,000 per annum
  - 3.2 Stronger Communities grant : £300,000 per annum
  - 3.3 Supporting Recovery from Substance Misuse in Communities : £100,000, 1 year only

The total fund for 3.1 and 3.2 has been increased by £74k to enable more organisations to

be funded. There was an original Medium Term Financial Plan reduction agreed in 2010 of £149k. This has been reduced to £75k in 2012/13.

4. 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 (mainly commissioned services rather than grants). The strategy was widely consulted on between March and May 2011, in compliance with the commitments in Bristol Compact. Information sessions were then held in different parts of the city to explain the strategy and the applications process.

5. This grants fund has existed for many years in the council and makes a significant contribution to a thriving local voluntary and community sector. The total fund is £2M. Just over £1M has already been committed through separate commissioning processes to a network of advice services and the infrastructure support service.

6. This funding round was opened on 8 August 2011 and the deadline for grant applications was 10 October 2011 (9 weeks). The process was administered and managed through BePs (Bristol e-procurement process).

7. We received a total of 68 applications under the Community Investment Fund. 22 of these were eliminated because they failed a 'Part A' assessment which checked eligibility (organisational and financial governance) and baseline standards (basic policies that the council requires all funded VCS organisations to have in place).

8. All organisations passing Part A checks were evaluated by an officer panel made up of commissioners from Neighbourhoods and Communities, Children and Young People's Services, Safer Bristol and Health and Social Care.

The scoring process for all organisations considered :

Evidence of need (25% of the score) – evidence that the target group(s) that will receive the service are in need

Theory of change (25%) – what outcomes will be delivered and what difference will it make to the target group(s)

Experience and quality (20%) – evidence of effective delivery by the organisation, capacity and quality standards

Value for money (30%) – the level of funding set against the level of benefit

9. Sixteen organisations were scored within the Centres for Community Action theme. 12 are recommended for funding. This theme is directed at organisations that manage a community building, centre or city farm and can show that they contribute to the following 3 outcomes :

- access to services for deprived or disadvantaged communities is broadened and extended;
- participation by VCS groups and individuals and activities that improve their quality of life is increased;
- centres optimise their sustainability.

The total amount requested was £682,950 against a total pot of £350,000. The highest scoring organisations are allocated 90% of what they requested, the middle scorers 75% and the lower scorers, 50%.

Organisations recommended for funding :

Organisation	Recommended allocation 2012-2015 Per annum	Ward	Amount requested	Current funding from this Fund	Service
1. Barton Hill Settlement	£75,000	Lawrence Hill	£85,519	£86,490	Centre
2. Shirehampton Public Hall CA	£5,000	Avonmouth	£5,000	£4,690	Centre
3. Knowle West Media Centre	£36,000	Filwood	£40,000	0	Centre
4. Windmill Hill City Farm	£36,000	Southville	£40,000	£32,550	Farm
5. St Werburghs City Farm	£35,884	Ashley	£39,871	£33,360	Farm
6. Upper Horfield Community Trust	£10,800	Horfield	£12,000	£13,500	Centre
7. Lawrence Weston Community Farm	£27,160	Kingsweston	£36,213	£25,740	Farm
8. Easton Community Centre	£37,800	Easton	£50,400	£48,720	Centre
9. Hartcliffe Community Park Farm	£15,000	Whitchurch Park	£20,000	£25,740	Farm
10. Southmead CA	£16,881	Southmead	£33,762	£9,000	Centre
11. Malcolm X Centre	£35,175	Ashley	£70,349	£65,110	Centre
12. St Werburghs CA	£30,000	Ashley	£59,932	£50,000	Centre

10. Thirty one organisations were scored within the Stronger Communities theme. 14 are recommended for funding. This theme is directed at organisations that provide 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. Within the strategy we identified the following groups as being in particular need :

Older people

Young people

Disabled people, including people with mental health issues

Black and minority ethnic 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 amount requested was £850,443 against a total pot of £300,000. In making the recommendations for funding we took account of geographical spread of services and the importance of funding services that meet the needs of the above equalities/high need groups.

Organisations recommended for funding :

Organisation	£ Requested	Current funding from this fund	Rec. allocation	Ward	Delivery of service	Type of Service	Beneficiaries
1. Bristol Care & Repair	£25,728	0	<b>£25,725</b>	Lawrence Hill	Citywide	Information & advice	Older people
2. Off The Record	£27,800	0	<b>£27,800</b>	Cabot -	Citywide	Support, info & signposting	Young people
3. WECIL Ltd	£56,350	£56,350	<b>£50,000</b>	Frome Vale -	Citywide	Advice	Disabled people
4. Volunteer Bristol	£29,982	0	<b>£29,982</b>	Cabot	Citywide	Volunteering brokerage	People with MH needs
5. Avon University Settlement	£4,950	£3,810	<b>£4,950</b>	Avonmouth	Local	Advice	Deprived community
6. Bristol Child Poverty Action Group	£12,912	£12,009	<b>£12,910</b>	Kingsweston	Local	Advice	Deprived community
7. Filwood Hope Advice Centre	£23,000	0	<b>£17,250</b>	Filwood	Local	Advice	Deprived community
8. Hartcliffe Health and Environmental Action Group	£30,000	£28,600	<b>£19,500</b>	Hartcliffe	Local	Support, info & signposting	Deprived community
9. Bristol Refugee Rights	£25,552	£19,350	<b>£25,550</b>	Lawrence Hill	Citywide	Support, info & signposting	Refugees
10. Single Parent Action Network	£29,463	0	<b>£29,460</b>	Lawrence Hill	Local	Family Support	Single parents (50% Somali)
11. Somali Resource Centre	£30,000	£7,000	<b>£30,000</b>	Lawrence Hill	Citywide	Support, info & advice	Somali
12. Bristol & Avon Chinese Women's Gp	£30,000	£20,070	<b>£19,500</b>	Ashley	Citywide	Advice	Chinese
13. Refugee Women of Bristol	£29,853	£9,300	<b>£19,405</b>	Lawrence Hill	Citywide	Support, info &	Refugee women

						signposting	
<b>14. Awaz Utaoh</b>	£30,000	£25,740	<b>£30,000</b>	Ashley	Citywide	Support, info & signposting	Asian women

11. The following ten currently funded organisations have not been successful in applying for grant from 01/04/12 and their grant funding will therefore cease on 31/03/12, as is set out in the terms of their current funding agreements:

- Shirehampton Community Action Forum (Avonmouth) £12,390
- Knowle West Health Association (Filwood) £19,060
- Bangladesh Association (Eastville) £38,130
- Bristol Bangladeshi Women's Association (Easton) £13,000
- Signpost & Rite Direkshon (Lawrence Hill) £28,170
- Bristol Muslim Cultural Association (Easton) £46,960
- Community Resolve (Easton) £33,360
- Humdard (Ashley) £10,790
- Bristol Pakistani Community Welfare Organisation (Easton) £20,630
- The Sikh Resource Centre (Easton/Lawrence Hill) £25,980
- Mede Centre (Filwood) £74,360
- Southville Community Development Association (Southville) £9,390

The implications of the ending of grant funding are addressed in the equalities impact assessment.

In addition, the following organisations (not currently funded) were evaluated but did not score highly enough to be recommended for funding :

- Freeways Trust Ltd
- Age UK
- Bread Youth Project
- Platform 51
- Action for Blind People
- Brigstowe Project
- Homestart Bristol
- Centre for Sustainable Energy
- Churches Housing Aid Society (CHAS)
- The Vassall Trust

12. Thirteen organisations applied under the Supporting Recovery from Substance Misuse in Communities theme. 3 were deemed not eligible. 10 were evaluated.

Organisations recommended for funding :

Barton Hill Settlement	£24,823
Novas Scarman Group	£15,950
Severn Project CIC	£25,000
Windmill Hill City Farm	£25,000
Addiction Recovery Agency	£16,992

13. All organisations, successful or unsuccessful, were notified of the funding recommendations on 1 December 2011(4 months notice). An appeals process was open to any organisation that applied. The appeals panel considered 19 appeals when it met 19-20 December. One appeal was upheld (Addiction Recovery Agency, as above) because the original application had not been fully downloaded from BePs and therefore there was a mistake in our process for this organisation.

14. We will enter in to 3 year funding agreements with each of the successful organisations (or 1 year agreements in the case of Supporting Recovery grant). The agreements will be negotiated to reflect the level of funding offered and to take account of service users that may see a reduction in service as a result of the ending of some grants.

15. All funded organisations will be monitored on a 6 monthly basis and must comply with the council's baseline standards. Many organisations are not monitoring their service users adequately by equalities group and also need to improve some of their policies. We will be addressing this through feedback to organisations and joint training with the infrastructure support service.

#### **Consultation and scrutiny input:**

The Community Investment Strategy was consulted on widely through the VCS over 12 weeks.

##### **a. Internal consultation:**

VCS Commissioners and Compact champions across directorates.

The Quality of Life Scrutiny Commission commented on the Strategy on 27 June 2011.

##### **b. External consultation:**

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 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.

#### **Other options considered:**

Other options have not been considered because this budget is dedicated to VCS investment and maximising benefit to Bristol's most deprived and disadvantaged communities. The rigorous process of consulting on and adopting the strategy and

evaluating the applications against set criteria has resulted in a mix of funding that we believe optimises community benefit, with a focus on deprived communities and equalities communities where there is tangible evidence of need.

## Risk management / assessment:

**FIGURE 1**

**The risks associated with the implementation of the (subject) decision :**

No.	RISK  Threat to achievement of the key objectives of the report	INHERENT RISK  (Before controls)		RISK CONTROL MEASURES  Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation)	CURRENT RISK  (After controls)		RISK OWNER
		Impact	Probability		Impact	Probability	
1	Delivery of outcomes and VFM against this investment	Medium	Medium	6 monthly monitoring of organisations to ensure delivery and to put in place remedial action where necessary	Low	Low	Investment and Grants Team
2	Non-compliance of funded VCS organisations with required BCC standards e.g. safeguarding policy where relevant	Medium	Medium	Baseline standards – support groups to meet policy requirements and include in monitoring arrangements	Low	Low	As above
3	Decommissioning of some current services with negative impact on service users	high	medium	EQIA – mitigate impact on service users through signposting to other services and negotiating with funded orgs to address unmet need	low	low	

**FIGURE 2**

**The risks associated with not implementing the (subject) decision:**

No.	RISK  Threat to achievement of the key objectives of the report	INHERENT RISK  (Before controls)		RISK CONTROL MEASURES  Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation)	CURRENT RISK  (After controls)		RISK OWNER
		Impact	Probability		Impact	Probability	
1	Negative impact on sustainability of some VCS organisations and their services including other sources of funding being put at risk	Medium	low	Managing the project to ensure timescales are met and funding agreements are in place by 31/3/12	medium	low	Equalities and Community Cohesion Manager
2	Etc up to a max. of 10 risks						

## Public sector equality duties (PSED):

**Before making a decision, section 149 of the 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 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.***

**Guidance:**

The Strategy and the funding allocations are highly relevant to the 3 parts of the PSED and all funding themes are focussed on addressing inequalities and disadvantage. The EQIA details mitigation of the impact of decommissioning as well as demonstrating how equalities have been factored in to allocation of Stronger Communities funding in particular.

We have given due regard to all 3 duties in the design and execution of the process by ensuring :

- 1) an open process with assistance to access BePs, information sessions and a 9 week period to apply
- 2) objective assessment criteria that evaluated evidence of need, theory of change (outcomes offered), experience and quality and value for money – without favouring existing groups over new groups or vice versa
- 3) adherence to Bristol Compact and the council's baseline standards to ensure fair treatment of the VCS and that all funded organisations have an effective equalities policy
- 4) a portfolio of funded organisations that will deliver to a range of equalities and deprived communities – contributing to equality of opportunity and the elimination of discrimination
- 5) an appeals procedure that enabled orgs to challenge our process
- 6) open and regular communication to ensure community cohesion and good relations were not negatively affected and that people understood our process and rationale, even if they were unhappy with the result

We have given due regard to the 3 elements of the PSED throughout the process from designing the Community Investment Strategy through to funding recommendations. The EQIA is at appendix 1.

**Eco impact assessment**

Attached at appendix 2

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.

- Some of the VCS organisations also have the potential for positive or negative impacts on biodiversity and pollution to land and water.

**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.

### **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. Many of the organisations to be funded are neighbourhood based and therefore the travelling distance for services users is minimal.

### **Resource and legal implications:**

#### ***Finance***

£350,000 pa – Community Centres for Action  
£300,000 pa – Stronger Communities  
£74,000 additional funding for the above 2 streams.

£100,000 – Supporting Recovery from Substance Misuse (Safer Bristol)  
£7,765 additional funding for the above stream, from Safer Bristol

#### **a. Financial (revenue) implications:**

The recommended investment proposals can be contained within the 2012/13 revenue budget and commits the Council to making a similar budget provision for 2013/14 and 2014/15.

**Advice given by Mike Harding, Finance Business Partner, Neighbourhoods and City Development**

**Date 22 December 2011**

#### **b. Financial (capital) implications:**

None

**Advice given by Mike Harding, Finance Business Partner, Neighbourhoods and City Development**

**Date 22 December 2011**

**c. Legal implications:**

The recommendations are lawful. The cabinet should expressly consider the obligations under the S.2 Local Government Act 2000 which give 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 its 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.

**Advice given by** Stephen McNamara, Head of Legal Services  
**Date** 22 December 2011

**d. Land / property implications:**

None

**e. Human resources implications:**

None

**Appendices:**

Appendix 1 - Equalities Impact Assessment

Appendix 2 - Eco Impact Assessment

**Access to information (background papers):**

Community Investment Strategy 2012-15

**Name of policy, project, service, contract, review or strategy being assessed (from now on called ‘the proposal’)**  
**Community Investment Fund – allocation of grants to voluntary and community sector organisations**

**Directorate and Service:** Neighbourhoods and Communities

**Lead officer** (author of the proposal): Gillian Douglas

**Additional people completing the form** (including job title):

**Start date for EqIA:** March 2011

**Estimated completion date:** January 2012

**Step 1 – Use the following checklist to consider whether the proposal requires an EqIA**

1. What is the purpose of the proposal?

Please summarise what is planned.

**To approve Community Investment Fund grants to VCS organisations for funding over 3 years, 2012-15 and 1 year grants to the VCS from Safer Bristol, 2012-13.**

	High	Medium	Low
2. Could this be relevant to our public sector equality duty to:			
a) Promote equality of opportunity	H		
b) Eliminate discrimination	H		
c) Promote good relations between different equalities communities?	H		
If you have answered ‘low relevance’ to question 2, please describe your reasons			
3. Could the proposal have a positive effect on equalities communities? Yes			
Please describe your initial thoughts as to the proposal’s positive impact. The fund contributes towards the local voluntary and community sector’s ability to deliver services to communities in need in Bristol. Many of the services are targeted specifically at deprived and equalities communities.			
4. Could the proposal have a negative effect on equalities communities? Yes			
Please describe your initial thoughts as to the proposal’s negative impact Decommissioned organisations will be negatively affected and this could impact on service users. Mitigating actions are required.			

If the proposal has low relevance and you do not anticipate it will have a negative impact, please sign off now. Otherwise proceed to complete the full equalities impact assessment

Service director.....Equalities officer

Date

Step 2	Describe the Proposal
2.1	<p><b>Briefly describe the proposal and its aims?</b>  <b>What are the main activities, whose needs is it designed to meet, etc.</b></p> <p>This EQIA covers recommendations for funding to VCS organisations under the council's Community Investment Fund. This fund is allocated according to priorities and themes set out in the Community Investment Strategy 2012-15, approved by Cabinet 21 July 2011 and supported by its own EQIA.</p>
2.2	<p><b>If there is more than one service* affected, please list these:</b>  The themes that organisations could apply under and the budget totals are :</p> <p>1. Centres for Community Action grant : £350,000 per annum. This theme is directed at organisations that manage a community building, centre or city farm and can show that they contribute to the following 3 outcomes :</p> <ul style="list-style-type: none"> <li>• access to services for deprived or disadvantaged communities is broadened and extended;</li> <li>• participation by VCS groups and individuals and activities that improve their quality of life is increased;</li> <li>• centres optimise their sustainability.</li> </ul> <p>2. Stronger Communities grant : £300,000 per annum. This theme is directed at organisations that provide 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. Within the strategy we identified the following groups as being in particular need :</p> <p>older people</p> <p>young people</p> <p>disabled people, including people with mental health issues</p> <p>Black and minority ethnic communities, particularly newly arrived and refugee communities</p> <p>People living in areas of high deprivation, particularly in peripheral areas of the city for whom access to transport may be a barrier</p>

	<p>3. Supporting Recovery from Substance Misuse in Communities : £100,000, 1 year only. Funded organisations need to show how they contribute to the following outcomes:</p> <ul style="list-style-type: none"> <li>• Improve the knowledge and understanding among the general public about drug and alcohol dependency and recovery to reduce the levels of fear and blame.</li> <li>• 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.</li> <li>• Increase the number of recovering substance misusers engaging in community activities in order to sustain their recovery.</li> </ul> <p>A further £74k has been added to 1) and 2) which has enabled us to fund 2 more organisations than we would have originally and to increase funding to 2 others.</p>
2.3	<p><b>Which staff or teams will carry out this proposal?</b></p> <p>The Investment and Grants Team administers the process. The evaluation panel was made up of commissioners from Neighbourhoods and Communities, Children and Young People's Services, Safer Bristol and Health and Social Care. VCS organisations awarded funding will actually deliver the services for 3 years from 1/4/12..</p>

<b>Step 3</b>	<b>Current position: What information and data by equalities community do you have on service uptake, service satisfaction, service outcomes, or your workforce (if relevant)?</b>
	<p>The EQIA focuses on :</p> <ol style="list-style-type: none"> <li>1) how the funding allocations have taken in to account the need to meet a range of needs across equalities communities</li> <li>2) the impact on those organisations/service users that will be decommissioned</li> </ol> <p>The current position is that we have £800k invested in VCS organisations from this fund (excluding advice services, infrastructure support and equalities forums which are commissioned separately). This reduces to £725k from 1/4/12.</p> <p>The decommissioned orgs and their current service users are (as provided by the orgs themselves) :</p> <ol style="list-style-type: none"> <li>1. Shirehampton Community Action Forum (Avonmouth) – not provided/unknown</li> <li>2. Knowle West Health Association (Filwood) – 147 users, 85% are women, 10% BME, 21% disabled people, 55% older people</li> <li>3. Bangladesh Association (Eastville) – 1,593 users, 73% men, 92% BME, 9% older people, 4% young people, 94% people of faith</li> <li>4. Bristol Bangladeshi Women's Association (Easton) – 785 users, 99% women, 6% young people, 100% people of faith</li> <li>5. Signpost &amp; Rite Direkshon (Lawrence Hill) – 268 users, 60% men, 76% BME</li> <li>6. Bristol Muslim Cultural Association (Easton) – 2,720 users, 56% men, 88% BME, 3% young people</li> <li>7. Community Resolve (Easton) – 160 users, 67% men, 57% BME, 3% disabled people, 9% young people, 4% older people</li> <li>8. Humdard (Ashley) - not provided/unknown</li> <li>9. Bristol Pakistani Community Welfare Organisation (Easton) – 1,369, no monitoring</li> <li>10. The Sikh Resource Centre (Easton/Lawrence Hill) – 724, 55% women, 70% BME, 30% disabled people, 35% older people, 20% young people, 75% people of faith</li> <li>11. Mede Centre (Filwood) –1,737, 3% BME, 3% disabled people, 11% young people, 4% older people</li> <li>12. Southville Community Development Association (Southville) – no data provided</li> </ol> <p>Equalities led organisations with a significant reduction in funding which could significantly affect their sustainability (as raised by the organisations themselves) :  Malcolm X Centre (from £65k to £35k)  Bristol and Avon Chinese Women's Group (from £29k to £19.5k)</p>
3.1	<p><b>Summarise how equalities communities are currently benefiting from your service* here (&amp; add an electronic link to the information if possible).</b></p> <p>Currently these organisations are delivering the following benefits (in summary) :</p> <ol style="list-style-type: none"> <li>1. Shirehampton Community Action Forum (Avonmouth) – Represent the community of Shirehampton and improve the quality of living in and or working in Shirehampton.</li> <li>2. Knowle West Health Association (Filwood) – Older people are able to</li> </ol>

	<p>benefit from local organisations' joint working and engage in other activities within their community (over 50s group). Local people are able to engage in their local community.</p> <p>3. Bangladesh Association (Eastville) – improve the economic, educational, social welfare and quality of life of the Bangladeshi community</p> <p>4. Bristol Bangladeshi Women's Association (Easton) – Improve economic, social and general wellbeing for Bangladeshi women and their families in Bristol.</p> <p>5. Signpost &amp; Rite Direkshon (Lawrence Hill) – BME perspective more integrated into mainstream service provision and greater awareness by policy makers of BME needs. Increase clients confidence in mainstream public services. Assist services to connect with so called 'hard to reach' groups. Raise confidence and self-esteem in order to address apathy and mistrust.</p> <p>6. Bristol Muslim Cultural Association (Easton) – Greater understanding of issues affecting the Muslim community within the non-Muslim community. Improved tolerance leading to greater social cohesion and integration. Local Muslim people empowered to resolve issues affecting their lives: access services to which they are entitled.</p> <p>7. Community Resolve (Easton) – Sharing organisations knowledge, including grassroots knowledge, of community tensions. Alerting other agencies to potential conflicts we are aware of. Contributing skills and experience in analysing community conflicts and designing appropriate interventions</p> <p>8. Humdard (Ashley) – Services that will improve the self-esteem for women from Asian and Somali communities to assist in accessing employment and empowering them to tackle other issues facing their families such as education, housing, poor health, problem teenagers</p> <p>9. Bristol Pakistani Community Welfare Organisation (Easton) – The service users are able to make informed choices and decisions about accessing the mainstream services through advocacy and information support. The users are more aware of their entitlements and responsibilities as citizens</p> <p>10. The Sikh Resource Centre (Easton/Lawrence Hill) – Service users have improved access to range of essential services such as housing, welfare &amp; health agencies, education etc.</p> <p>11. Mede Centre (Filwood) – Both with the formal and informal training courses that The Mede intend to provide, local people will feel more confident about going on to more formal education or employment. They will see The Mede as a place to socialise with the community thereby endeavouring to promote community cohesion and integration. Partnership working to maximise resources for local people.</p> <p>12. Southville Community Development Association (Southville) - Improve the social cohesion and inclusion of older people in the community to improve the quality of their lives.</p>
3.2	<p><b>Then compare to the relevant benchmark (eg. the % of people from each community who use your services* with the % of people within the relevant equalities community who live in your local area or in the city of Bristol).</b></p> <p>Population data for Bristol :</p> <p>13.5% BME (ONS estimate 2009)</p> <p>Somali community 6,600-10,000 (BCC estimate – Somali community</p>

	<p>calculator)</p> <p>Disabled people 18% (census 2001)</p> <p>0-15 year olds 16.6% (ONS estimate 2009)</p> <p>Muslim community 7,664 in 2001 census but 20,000-30,000 (BCC/community estimate)</p> <p>Sikh community 1,778 census 2001</p> <p>ONS estimates 2009 :</p> <p>Bangladeshi community 2,500</p> <p>Pakistani community 7,200</p> <p>Black African 7,600</p> <p>Black Caribbean 5,500</p> <p>Mixed Black African Caribbean/white 5,400</p> <p>Chinese 6,500</p>
3.3	<p><b>Evaluate what the data in 3.1 &amp; 3.2 tells you about how the current position affects people from equalities communities (see Guidance for further information and examples).</b></p> <p>The portfolio of organisations funded from this pot is strongly focused on equalities and deprived communities.</p> <p>5 of the organisations whose grant funding will cease are BME led. 2 are faith led orgs.</p> <p>Some of the communities listed at 3.2 are relatively small but have particular needs.</p>
<p>Please note, your evaluation in 3.3 will be built upon in Step 5 where you will set out what you plan to do to address any issues for equalities communities</p>	

<b>Step 4</b>	<b>Ensure adequate consultation is carried out on the proposal and that all relevant information is considered and included in the EqIA</b>
<p>This section refers to the proposal as described in step 2. When we propose changes to services*, it is important that we consult with service users, and staff or equalities community groups where relevant. Your proposal may be based on service users suggestions that have been made in the past.</p>	
4.1	<p><b>Describe any consultations that have taken place on the proposal. Please include information on when you consulted, how many people attended, and what each equalities community had to say (&amp; provide a web link to the detailed consultation if possible).</b></p> <p>The Investment Strategy was consulted on for 12 weeks and we received 57 responses. We have worked to ensure that orgs had long lead in times for applying for funding (consultation was March-May 2011 and the deadline for applications was 10/10/11 which allowed 9 weeks for applications to be made). Orgs had access to a helpline to assist with use of BePs and could post any questions about the process on BePs seeking clarification. All answers were then able to be seen by any org registered on BePs. All groups already receiving funding were supported to be</p>



<b>Step 4</b>	<b>Ensure adequate consultation is carried out on the proposal and that all relevant information is considered and included in the EqlA</b>
	<p>registered on BePs.</p> <p>We have also asked groups what the implications are for them if they are not successful in being recommended for funding and what other funding they have attracted or applied for. We are not consulting on our funding recommendations as these have been arrived at based on strategic priorities that were fully consulted on.</p>
4.2	<p><b>Please include when and how the outcome of the consultation was fed back to the people whom you consulted.</b></p> <p>Consultation feedback was included in the Cabinet report July 2011 and a full spreadsheet of consultation responses and our response to them is available on request.</p>
<p>Please note details of the consultation findings in 4.1 will be built upon in Step 5 where you will set out what you plan to do to address any issues for equalities communities.</p>	

<b>Step 5</b>	<b>Giving due regard to the impact of your proposal on equalities communities</b>
<p>It is apparent that there will be decommissioning of a number of VCS organisations including a number of BME led organisations as a result of the process and recommendations made. It should be noted, however, that no organisation was guaranteed a grant beyond 31/3/12 and all organisations were aware that they would have to apply for and compete for funding within the terms of the new investment strategy.</p> <p>In recommending funding from the Stronger Communities stream we have taken in to account the evaluation score but also factored in equalities considerations to ensure that the top scoring organisation under each protected characteristic does receive funding from 1/4/12. This is necessary in order to ensure that we meet the needs of a range of groups across the spectrum of equalities communities in Bristol that experience inequality and disadvantage.</p> <p>Therefore we believe that the portfolio of organisations recommended for funding gives the optimum mix and range of services to best meet the needs of those equalities groups and geographically based groups that applied to the fund.</p> <p>Within the Stronger Communities stream equalities communities are targeted and served as follows :</p> <p>Older people – Bristol Care and Repair  Young people – Off the Record  Disabled people – WECIL (West of England Centre for Inclusive Living) and Volunteer Bristol  Deprived communities in peripheral areas of the city – Avon University Settlement (Avonmouth), Child Poverty Action Group (Kingsweston), Filwood Hope Advice Centre (Filwood), Hartcliffe Health and Environmental Action Group (Hartcliffe).  Black and minority ethnic, including refugee, communities – Bristol Refugee Rights, Somali Resource Centre, Bristol and Avon Chinese Women’s Group, Refugee Women of Bristol, Awaz Utaoh.  Women/BME – Single Parent Action Network  Therefore every organisation funded within this stream targets equalities communities.</p> <p>Within the centres for community actions stream 9 of the 12 funded organisations are based in and serve deprived wards that include local super output areas which fall within the most deprived 10% of LSOAs in England.</p>	

Possible Impact on Equalities Communities, whether or not you will address the impact	Actions to be included in the proposal
Age	<p>Older people may be affected by loss of grant to KWHHA (80 older people as current users). Action – discuss with KWHHA what work they will be able to continue with older people and identify orgs that older people could be signposted to in the area e.g. Filwood Hope Advice Centre.</p> <p>Young people will benefit from services offered by Off the Record, which has been awarded a 3 year grant. The service will target young people 16-25 across Bristol but with an emphasis on young people with mental health difficulties, those from equalities communities (BME and LGBT), and young people living in disadvantaged areas of Bristol. In 2010-11, 68% of OtR service users were young women, 25% were BME, 5% were disabled (though all service users have a mild to moderate, sometimes severe, mental health issue), 15% were LGBT and 31% were young people of faith. Young people are not well represented among those orgs whose grant will end, with the exception of Sikh Resource Centre which has 20% young people as service users.</p>
Disability	<p>Funding has been retained by WECIL at 89% of existing level. WECIL is a disabled people led org whose client group is disabled people. WECIL has a track record of increasing access to benefits and services and ensuring that disabled people's income is maximised.</p> <p>Volunteer Bristol's bid is based on enabling people with a history of mental health problems, addictions and homelessness to access volunteering opportunities.</p>

Possible Impact on Equalities Communities, whether or not you will address the impact	Actions to be included in the proposal
Ethnicity	<p>One BME led community centre will be funded under these proposals – Malcolm X Centre. There is a reduction in funding to MX. We will mitigate this by negotiating an additional amount of funding to support the preparation and submission of a capital bid to refurbish/rebuild the centre, recognising that it is currently constrained by the physical structure of the building and the cost of heating caused by poor insulation. 4 BME led orgs will be funded under stronger communities (BACWG, Somali Resource Centre, Refugee Women of Bristol and Awaz Utaoh). A number of other funded groups have a high proportion of users who are BME (e.g. Bristol Refugee Rights and SPAN). Volunteer Bristol will also be delivering volunteering support to non-native English speakers, refugee and asylum seeker communities.</p> <p>For those decommissioned organisations we will meet with each of them to identify service users most in need and identify pathways to alternative services.</p> <p>There is an identifiable shift towards more funding being allocated to orgs that work with ‘new communities’ e.g. Somali and asylum-seekers/refugees from a wide range of countries of origin. At the same time organisations serving more established communities whose outcomes have improved over the last 10 years have been less successful in securing funding.</p>
Gender	<p>The funding of SPAN will make a positive impact on services for women, particularly BME women. 90% of single parents are women.</p> <p>For those decommissioned organisations that particularly serve women (e.g. KWHa, Bangladeshi Women’s Group, BPWO) we will meet with each of them to identify service users most in need and identify pathways to alternative services.</p>
Pregnancy & maternity	<p>SPAN particularly works with single parents of young children and supports access to services with childcare provision in recognition that safe, and free childcare is essential for access.</p>
Religion and belief	<p>BMCS and Sikh Resource Centre will lose grant under this process. Again we will we will meet with each of them to identify service users most in need and identify pathways to alternative services. We will talk to Bristol Multi-faith Forum and Voscur about capacity building needs in this sector of the VCS</p>

<b>Possible Impact on Equalities Communities, whether or not you will address the impact</b>	<b>Actions to be included in the proposal</b>
Sexual orientation	Monitoring of LGBT users is poor in most cases. We will act to improve this through joint training with Voscur. No LGB led org is funded through this process but we do fund Bristol LGBT Forum from the equalities forums pot.
Transgender	As above

<b>5.2</b>	<b>Next Steps</b>
<p>In the table above you have identified 'actions to be included in the proposal'. Some of these will be in-hand (already acknowledged and mitigating actions are underway) but some may be new.</p> <ol style="list-style-type: none"> <li>1. Refer all decommissioned orgs to the Infrastructure Support Service (The Support Hub) as a priority</li> <li>2. Discuss with each decommissioned org the implications for the org's sustainability (including other funding being sought or in-hand) and for service users. Identify pathways to alternative services and agree signposting arrangements.</li> <li>3. Meet with Bristol Multi Faith Forum and Voscur to identify actions to help capacity build faith led orgs</li> <li>4. Negotiate funding agreements of successful organisations by March 2012 including potential mitigation elements for the loss of service for particular users identified through the decommissioning process.</li> <li>5. Agree 6 monthly monitoring arrangements.</li> <li>6. Organise joint training with Voscur for funded groups to assist with the development of equalities policies and comprehensive equalities monitoring.</li> <li>7. Give additional feedback to all unsuccessful organisations who want it.</li> <li>8. Negotiate support to Malcolm X centre to assist with a capital bid to a national funding stream.</li> </ol>	

<b>Step 6</b>	<b>Meeting the aims of the public sector equality duty</b>
<p>In this section you should summarise the relevant equality issues (including significant adverse impacts that you are unable to mitigate) and set out how consideration of the public sector equality duty aims has been taken into account in developing the proposal.</p>	

<b>Step 6</b>	<b>Meeting the aims of the public sector equality duty</b>
6.1	<p><b>Describe how, in completing steps 1-5, you have given due regard to the three aims of the public sector equality duty (a-c above).</b></p> <p>All 3 PSED aims are relevant to this process. We have given due regard to all 3 duties in the design and execution of the process by ensuring :</p> <ol style="list-style-type: none"> <li>1) an open process with assistance to access BePs, information sessions and a 9 week period to apply</li> <li>2) objective assessment criteria that evaluated evidence of need, theory of change (outcomes offered), experience and quality and value for money – without favouring existing groups over new groups or vice versa</li> <li>3) adherence to Bristol Compact and the council's baseline standards to ensure fair treatment of the VCS and that all funded organisations have an effective equalities policy</li> <li>4) a portfolio of funded organisations that will deliver to a range of equalities and deprived communities – contributing to equality of opportunity and the elimination of discrimination</li> <li>5) an appeals procedure that enabled orgs to challenge our process</li> <li>6) open and regular communication to ensure community cohesion and good relations were not negatively affected and that people understood our process and rationale, even if they were unhappy with the result</li> </ol> <p>We have given due regard to the 3 elements of the PSED throughout the process from designing the Community Investment Strategy through to funding recommendations.</p>
<p>This section serves as an executive summary of the proposal and can be duplicated into any reports for decision-makers with an electronic link to the full equalities impact assessment (or include full EqIA as a an appendix if needed).</p>	

<b>Step 7</b>	<b>Monitoring arrangements</b>
7.1	<p><b>If your proposal is agreed, how do you plan to measure whether it has achieved its aims as described in 2.1. Please include how you will ensure you measure its actual impact on equalities communities?</b></p> <p>Once the 3 year funding agreements are in place we will focus our efforts on monitoring funded organisations to ensure that VFM is delivered and equalities communities benefit and obtain outcomes as set out in the funding agreements.</p>

<b>Step 7</b>	<b>Monitoring arrangements</b>
<b>Step 8</b>	<b>Publish your EqlA</b>
<b>8.1</b>	<p>Ensure the EqlA is signed off by a Service Director and the directorate equalities officer.</p> <p>Signed      Di Robinson                      Signed Gillian Douglas</p> <p>Service Director                      Equalities officer</p> <p>Date          13/1/12                      Date 13/1/12</p>
<b>8.2</b>	Can this EqlA can be published on the web. Yes
<p>Contact Communications and Marketing Team or your directorate equalities officer to arrange to publish the equalities impact assessment on the Equality and Diversity web pages.</p>	

## **Appendix 2 - Eco Impact Checklist**

<b>Title of report:</b> Community Investment Strategy 2012-15				
<b>Report author:</b> Gillian Douglas, Equalities and Community Cohesion Manager, Neighbourhoods and Communities				
<b>Anticipated date of key decision:</b> 26/1/12				
<b>Summary of proposals:</b> The report recommends allocations to the voluntary and community sector from the Community Investment Fund - from 1 April 2012 to 31 March 2015.				
<b>Will the proposal impact on...</b>	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"> <li>• reduce their energy consumption</li> <li>• reduce the travel impacts associated with service provision</li> <li>• promote sustainable travel amongst staff/volunteers</li> <li>• 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).</li> <li>• promote the use of sustainable transport amongst visitors to their offices eg details of bus services on websites / publicised material etc.</li> <li>• providing opportunities for service users to 'self-service' through the internet and to access services by telephone therefore reducing travel impacts.</li> </ul> <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.	The funding agreement negotiation stage will ensure that wherever possible VCS orgs take active steps to reduce their own water consumption



				VCS orgs will be required to report 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.	<p>The funding agreement negotiation stage will ensure that wherever possible VCS advice providers take active steps to:</p> <ul style="list-style-type: none"> <li>• reduce their consumption of non-renewable resources,</li> <li>• signpost members of the public to environmental advice where appropriate.</li> </ul> <p>VCS orgs will be required to report their progress in this area.</p>
Production, recycling or disposal of waste	Yes	-          +	<p>VCS orgs will produce waste.</p> <p>Members of the public may need advice on increasing their recycling rates and reducing waste</p>	<p>The funding agreement negotiation stage that wherever possible VCS orgs take active steps to:</p> <ul style="list-style-type: none"> <li>• embrace the waste hierarchy in their own work (ie reduce, reuse, recycle waste)</li> <li>• signpost members of the public to good practice in this area where appropriate.</li> </ul> <p>VCS orgs will be required to report their progress in this area.</p>
The appearance of the city?	No	N/A	N/A	N/A
Pollution to land, water, or air?	Yes	-	<p>VCS orgs and members of the public travelling to services/activities may cause air pollution depending on their choice of transport.</p> <p>VCS orgs may cause pollution to land or water (eg through poorly controlled nature conservation works).</p>	<p>See “Emission of Climate Changing Gases” section</p> <p>VCS orgs will be required to include pollution control measures in their works and report their progress in this area.</p>
Wildlife and habitats?	Yes	May be - or +	VCS orgs could have a positive or negative impact on biodiversity (eg through nature conservation works)	VCS orgs will be required to incorporate biodiversity improvements into their work where appropriate and report their progress in this area.

**Consulted with:** Gillian Douglas, N&C, Matt Sands and Steve Ransom

**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.

- Some of the VCS organisations also have the potential for positive or negative impacts on biodiversity and pollution to land and water.

**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.

**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. Many of the organisations to be funded are neighbourhood based and therefore the travelling distance for services users is minimal.

**Checklist completed by:**

Name:	Gillian Douglas
Dept.:	Neighbourhoods
Extension:	22664
Date:	20/12/11

Verified by  
Sustainable City Group

Steve Ransom