

# Equality Impact Assessment [version 2.12]



Title: Community Resilience Fund	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] <i>Grant Fund</i>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Adults and Communities	Lead Officer name: Robyn Taylor
Service Area: Communities	Lead Officer role: VCSE Investment and Social Action Officer

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Equality and Inclusion Team early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

This proposal is about the allocation of The Community Resilience Fund (CRF)- £4million capital grants- to the community and voluntary sector. The aim is to demonstrate how we have fulfilled the intentions and actions set out in the original February 2022 CRF Cabinet report and reflect on how well we have achieved our original objectives around equalities impact. This assessment will also look at the 18 month extension of the timeframe for expenditure of capital grants from March 2026 to September 2027 to enable the successful completion of complex projects. Finally, it will identify actions going forward in the delivery phase of the CRF capital programme.

The Community Resilience Fund is intended to **build city resilience by growing the power of communities experiencing the greatest inequality.**

As set out in the original EQIA which accompanied the February 2022 Cabinet Paper, the Community Resilience Fund is intended to support recovery and strengthen and build longer term resilience of both organisations and communities. In alignment with Bristol Impact Fund 2, the recommendation is to use capital investment to enable work to connect people to people and people to power. This proposal sets out how this can be achieved through investment in infrastructure, community buildings and equipment.

This action learning project was an opportunity for us to test and learn from approaches to participatory decision making.

‘Designing a New Social Reality’ challenges us to continue to develop more collaborative ways of working. We have spent 18 months designing and delivering a community led decision making process with community and voluntary sector partners and communities.

The approach to allocating CRF takes learning from the Port Community Resilience Fund, the Bristol Impact Fund and the approach to spending of the devolved Community Infrastructure Levy (CIL). An overall aim has been to

widen participation in decision-making and give power to communities to consider how they can make the biggest impact. This approach has positive impacts on community cohesion and community building.

Underpinning the whole approach has been a commitment to equity. We recognise that there are power imbalances in the city; that the lives of working-class communities, Black, Asian and minoritised communities, Younger people, Older people, Lesbian, Gay and Bisexual people; Transgender people; Women; and Disabled people are too often impacted by decisions determined by others. CRF has taken a collaborative approach to build trust and confidence in grant making processes and to tackle inequity. CRF decisions were made through participatory process, with reserve projects identified. We aim to honour the decisions made, and ringfence funding for the communities and the assets it was intended to benefit.

**Principles:**

CRF grants will support the recovery and resilience of the community and voluntary sector in areas of greatest deprivation and self-organised equality groups, so they are better placed to:

- A. address inequity by recognising past injustice, understanding power, and taking positive action to make a change.
- B. Take an asset-based approach by building on and strengthening what already exists to build community connection and community action

The fund responds to the recommendations from 'Designing a New Social Reality' to create more capital, allowing revenue streams to be re-established and assets to be managed effectively by community organisations and anchors, social enterprises and community businesses.

The projects in receipt of CRF grants are in line with the following priorities:

**A. Accessibility improvements**

Access is a major barrier to Disabled people of all ages preventing participation in community life. Accessibility improvements will increase inclusion but also create a more viable space. This could include accessibility improvements to community buildings and equipment.

**B. Environmental sustainability**

- Energy efficiency improvements to save money on bills, make spaces more usable, increase environmental sustainability
- Energy generation projects to create an income, save money on bills, increase environmental sustainability

**C. Financial sustainability**

- Space improvements or expansions to bring in and maximise income
- Changes to increase usage and increase viability

**D. Digital infrastructure**

- Upgrading digital capability and future proofing

**E. Equipment which contributes to any of the above**

Key tasks

Undertaken:

- Stage 1: Internal screening of applications (to ensure they met essential criteria).
- Stage 2: Participatory Decision Making – groups of residents, elected members and representatives of the community and voluntary sector worked together through a facilitated deliberative decision making process, to reach a shortlist of recommended projects for funding. 100 diverse residents and 25 Councillors from across political parties were involved.
- Stage 3: Due Diligence – project team at BCC carried out financial risk assessment
- Stage 4: OED and final sign off (July 2023)

Underway/ in progress

- Stage 5: Base line standard checks and development of full project plans and grant agreements
- Stage 6: release of funding, delivery of capital projects, and offer capacity building support to enable successful delivery of projects

Next steps:

- Evaluation of impact of capital investment and capacity building support
- Ongoing grant management

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/equality-diversity)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Equalities Statistics January 2024 briefing note <a href="https://www.bristol.gov.uk/files/documents/7190-equalities-statistics-january-2024/file">https://www.bristol.gov.uk/files/documents/7190-equalities-statistics-january-2024/file</a>	When compared with list of funded organisations this shows us how well our funding allocation represents the Bristol population.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Environmental Access standards 2011 <a href="http://bristol.gov.uk">Environment Access Report (bristol.gov.uk)</a>	This guidance sets out local expectations of good accessible design and national changes in technical, legal and governmental guidance to promote Best Practice in environmental design. These standards are based on the principles of social inclusion, which are essential in achieving the highest levels of safe, easy and complete access for everyone. Funded organisations that had access related projects were required to demonstrate how their project would meet these standards in their full project plans. Advice and guidance is also being offered from WECIL to these organisations to ensure standards are met.
<b>Additional comments:</b>	

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We know that standard equalities monitoring is not accessible for some people and for many reasons people are fearful or disinclined to share this information. Therefore, there are likely to be gaps in monitoring information collected.

The 2021 census reveals data about LGB+ people for the first time. In Bristol, 6.1% of the population over the age of 16 are LGB+ according to the latest census. The Equalities Statistics June 2021 briefing note includes an estimated figure for LGB people in Bristol based on responses to the Quality of Life survey of 9.1%. We have used this higher figure to measure our equalities impact against.

Some applicants identified that their project was led by or benefiting an 'other' community but did not specify who this was (despite the application form asking people to specify). Therefore, we know our statistics do not show the true breadth of the involvement of people from equalities groups within protected characteristics leading projects, that we would like to be able to evidence. We will consider ways to make this more transparent in future application forms/ collection of demographic data.

We recognise the importance of funding organisations 'of' the communities they are for. We set out to prioritise these groups for funding. However, our experience is that the concept of an organisation being 'of' its community is not widely or consistently understood by VCSE organisations, or by the Council. Therefore, we are learning how to ascertain more accurately if organisations are led by their community and will consider ways to make reporting of this more transparent in future application forms/collection of demographic data. We recognise it is particularly

relevant to Disabled people and Disabled People's Organisations that there is a consistent Council wide approach to defining organisations of their community and therefore, supporting and funding them appropriately.

*Action: We will continue working with funded VCSE organisations to co-design the programme and when designing monitoring processes will consider ways to capture this data. We will consider how to better capture the involvement of equalities communities in decision making.*

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

- Equalities working group- we hosted specific meetings and follow up consultation with representatives from Black South West Network, Bristol Women's Voice, Learning Partnership West and Bristol Disability Equality Forum to discuss the approach to the £800,000 ringfenced funding for equalities communities which helped shape this aspect of the proposal.
- Colleagues in the community development team- fed into development of our approach, and the activity of mapping of VCSE organisations with whom hosted the community conversations (stage 1 of process).
- Consultation with VCSE sector partners, Black South West Network and Voscur, who are providing enabling VCSE support to CRF grant holders. These organisations have strong connections with the communities and organisations they support. With an understanding of the context of systemic inequity within the sector, they are able to support CRF grant holders to navigate and resolve issues for example with governance, updating policies and practices and project/ business planning.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

We will continue to communicate with VCSE sector partners, residents, and participants throughout their involvement in the programme and beyond. We send out a regular newsletter to those who took part to update them on project progress.

An evaluation of the decision making phase was done by University of Bristol with Vivid Regeneration. This will be published in summer 2024 and will be accompanied by learning resources for anyone wanting to learn from the approach.

The CRF decision making process intentionally included people from diverse communities including equalities communities and areas of greatest deprivation.

We funded VCSE organisations to host community conversations and involved various stakeholders in deliberative process to refine priorities. We gave the option of another stage of wider participation with the community when this is required to select the final proposals to fund.

Funded groups are expected to carry out regular reporting and monitoring so that we can analyse the representation of the programme and the success of the projects in achieving the high-level impacts and overall goal of the fund: growing the power of communities experiencing the greatest inequality.

We worked hard to design an expression of interest and project planning process which could reach a wider variety of equalities groups. We aimed to make the process accessible, targeting communities who experience the greatest inequality with funding allocations and engaging communities in those areas by working with embedded local VCSE organisations. We have provided the technical support and revenue funding to allow capital to be successfully invested throughout the programme. This is part of our commitment to upskilling the sector and building equity by enabling communities who historically miss out on capital funding to be part of the programme, with adequate support.

We will continue to support grant holder organisations in a collaborative and flexible way, with an understanding of the context around the barriers they face to successfully deliver their CRF projects.

### Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

#### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
Of a total £4million budget, we are proposing to ringfence £800,000 specifically for equalities organisations, who may be working city-wide or otherwise be ineligible for neighbourhood-based funding. The remaining budget will be allocated to the areas of Bristol within the 30% most deprived, to ensure we are targeting support in areas where people experience the greatest inequality. A key principle of the entire programme is to contribute to addressing inequity.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	This fund has the potential to have a disproportionate positive impact on young people. Community spaces often provide much needed economic inclusion and social activities for young people as well as a safe and neutral space. Investing in them, especially within the most deprived areas of Bristol where youth unemployment is higher is positive.
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	This fund has the potential to have a disproportionate positive impact on older people. Community spaces often provide much needed social activities for older people. They are also often providers of access to digital technologies, therefore reducing digital exclusion. Digital infrastructure is within our framework of funding priorities.
Mitigations:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	This fund has the potential to have a disproportionate positive impact on people with disabilities as access improvements are within our framework of funding priorities. We



	will focus funding within areas of higher deprivation where we know more people with disabilities live.
Mitigations:	
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The Equalities element of the fund and the neighbourhood element identified specific capital projects which could improve resources for pregnant women and people with young children
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	This fund has the potential to have a disproportionate positive impact on Black, Asian and Minority Ethnic communities. Funding has been ringfenced for equalities communities working citywide. We will focus the remaining neighbourhood-based funding within areas of higher deprivation where we know a greater proportion of Black, Asian and minority ethnic people live.
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	£3,200,000 of the total will be allocated to areas of Bristol which are ranked amongst the highest 30% in England for Multiple Deprivation, to ensure we are targeting support in areas where people experience poverty, poorer health outcomes and vulnerability to hate crime and other crime.
Mitigations:	
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other groups</b> [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	Both the neighbourhoods and the Equalities elements of the Fund could deliver capital works which will benefit Asylum-seekers; refugees and homeless people
Mitigations:	

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group

- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Yes. The Community Resilience Fund's main focus is to invest in community infrastructure which is vital to empowering communities to respond to the key problems and aspirations of equalities communities and people living in the most deprived parts of the city. We will fund VCSE organisations to increase the resilience of organisations and communities. The intention of the fund is to create benefits for communities by:

- improving disabled access
- investing in digital infrastructure to reduce digital exclusion
- improving community resources and spaces to extend inclusion in community activities and access to local resources

Our aim is that equalities-led groups, neighbourhood communities and people experiencing the greatest inequality are better able to:

- Support one another, self-organise, use their collective assets (e.g. interests, skills, experience, time, buildings, resources) to pursue collective priorities and solve shared problems
- Build strong and sustainable Voluntary, Community and Social Enterprise (VCSE) organisations to take forward community priorities
- Be in a strong position to collaborate with Bristol City Council and the one city partnership to understand and work to address inequality caused by poverty: and low income, class, racism, sexism, disablism, heterosexism, faith-based discrimination or ageism and bring about meaningful change for people experiencing these inequalities.
- Access trusted, empowering support and services which facilitate people to people connections, inclusion and participation in community life.

In particular, extending the timeframe for expenditure of the CRF capital grants is about ringfencing funding for intended communities and honours funding decisions made by residents and Councillors. We recognise that the organisations facing delays and challenges are often those in the most deprived communities or those led by communities with least experience due to historic systemic inequity.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

<b>Summary of significant negative impacts and how they can be mitigated or justified:</b>
No significant negative impacts identified at this stage
<b>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</b>
This programme has the potential to have a huge positive impact on communities of geography and interest who experience the greatest inequality by investing in community infrastructure, buildings and equipment which allows the VCSE sector and communities to increase their resilience and continue to connect people, build community and tackle inequality.

### 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.



Improvement / action required	Responsible Officer	Timescale
Ongoing regular meetings with VCSE partners providing capacity building and Enabling VCSE support	Robyn Taylor	June 2025 – March 2026

### 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.


Groups and organisations who receive funding will be expected to take part in monitoring, evaluation and learning to enable us to measure the impact of the programme and learn from successes and challenges.

The decision making phase of CRF was evaluated and a report with key learnings will be published in summer 2024.

We continue to work with VCSE partners, BSWN and Voscur, who are providing support, as part of their Enabling VCSE grant, to CRF grant holders to ensure the successful delivery of CRF projects. We will monitor the support they are providing to organisations and respond flexibly to any issues that are raised.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> 
Date: 21/6/2024	Date: 24/06/2024

<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.