

Equality Impact Assessment [version 2.12]



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| Title: Third round of the Bristol Impact Fund (BIF 3) | |
| <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 & Communities | Lead Officer name: Penny Germon |
| Service Area: Communities | Lead Officer role: Head of Service-Communities |

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 report seeks approval on the approach to Bristol Impact Fund 3 (BIF3) that aims to grow the power of communities experiencing the greatest inequity. The programme will run for 4 years from April 2026 to March 2030 with grants to VCSE organisations.

Starting a third round of the Bristol Impact fund will allow BCC to continue targeting funds into communities that experience the greatest inequity and support community-led action on issues that matter most to those communities.

The overall goal for Bristol Impact Fund 3 is: “To grow the power of communities experiencing the greatest inequity.” By “communities” we mean both:

- Geographical e.g. neighbourhoods and communities of place
- Communities of interest or shared experience e.g. communities that experience inequity or disadvantage.

Focusing on inequity is about recognising that social exclusion and injustice, disadvantage and discrimination cause harm to citizens, communities and the city. To address this we need to be intentional about removing barriers, changing the way things are done and empowering people and communities. This will increase social cohesion (and reduce isolation), enable people to take control over their own lives, and help communities to work together to support one another for the common good.

The fund is focused on trying to achieve four main impacts:

- Impact 1 (Community): More resilient, inclusive and connected communities
- Impact 2 (Individual): People empowered to make decisions and take action
- Impact 3 (VCSE sector): Thriving, more resilient and diverse VCSE ecosystem
- Impact 4 (Decision-makers): City decision-making is influenced through community involvement

Who will the proposal have the potential to affect?

Service users, the wider community, city partners.

7 ways of working are at the heart of how BIF 3 will work. This is a continuation from BIF 2:

Equity

- Demonstrate positive action to redress inequality (level up)
- Build and strengthen equalities-led groups (which often work city wide)

Inclusion

- Be proactive and intentional about inclusion
- Remove physical, attitudinal, cultural, environmental and economic barriers
- Find respectful, creative ways to empower people and communities who are routinely excluded from community and city life

Asset based

- Assets are people – our interests, time, experience, skills, networks, community and voluntary groups. It is also money, buildings, land, the local corner shop, nursery, sheltered housing, businesses and services
- Take the time to discover, then build on the assets that are already in the community

Place based

- Continue to build strong, connected communities where people come together, self-organise and shape the future of their communities
- Encourage many more people to connect and expand the opportunities in their local area

Relational/ Relationship-oriented

- Connect people to people, people to power and organisations to each other

Citizen-led

- Encourage and nurture citizen action - by and for the people
- Encourage and enable community-led activity – people with shared experience or interest coming together to find solutions
- Grow collective skills, knowledge, confidence, curiosity and self-determination

Nurturing the community and voluntary sector eco-systems

- Strengthen organisations which can help tackle the structural inequality
- Encourage larger organisations to share their assets (by which we mean people, skills, experience as well as potentially buildings and other physical resources) with smaller organisations & informal networks to build community connection and collaboration
- Encourage organisations to have deep roots into communities
- Foster cultures of learning and co-creation

Since BIF began, the fund has evolved both to respond to a changing city context and to build on what has been learnt. The second round (BIF2) put community priorities and equality at its heart. Groups funded through BIF2 have taken an asset-based community development approach – focusing on our strengths to empower people, build connection and mobilize resources. Asset-based work takes time and long-term commitment.

The third round of the Bristol Impact Fund will build on what has come before, continuing to focus on growing the power of communities by investing in proactive community building activity and equity. The four-year programme will invest in organisations and groups to strengthen community infrastructure and enable the long-term work needed to build capacity and social capital. This in turn improves wellbeing and resilience across Bristol, both of communities and the VCSE organisations that support them.

1.2 Who will the proposal have the potential to affect?

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| <input checked="" type="checkbox"/> Bristol City Council workforce | <input checked="" 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.

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| <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | [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 \(sharepoint.com\)](https://www.bristol.gov.uk/data-statistics-intelligence). 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 \(sharepoint.com\)](https://www.bristol.gov.uk/hr-analytics-power-bi-reports) 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 |
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| Independent evaluation of the first two years of BIF2, 2021-2023 https://www.bristol.gov.uk/files/documents/8275-final-bristol-impact-fund-2-interim-evaluation-report-sept-2024 | The evaluation concluded that BIF2 is a crucial programme for empowering local communities to self-organise. Some of the positive impacts from the first two years of the programme were: <ul style="list-style-type: none"> Funding has significantly benefitted people in the poorest areas of the city, notably parts of Ashley, Lawrence Hill and Filwood, and people from equality communities, in particular women, Disabled people, Lesbian, Gay Bisexual and other, trans people, and people |

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| | <p>from Black and Minoritised Ethnic communities.</p> <ul style="list-style-type: none"> Increased funding has been allocated to equalities-led groups particularly to Black and Minoritised Ethnic-led organisations The BIF 2 funded organisations are having the greatest effect on Connectedness, Wellbeing and Agency for the individuals they are working with <p>There is strong evidence of impact on the quality of life of the individuals that these organisations work with, for whom there are often no other forms of support</p> |
| <p>Demographics of BIF2 project participants (Years 1 & 2)</p> <p>https://www.bristol.gov.uk/files/documents/8275-final-bristol-impact-fund-2-interim-evaluation-report-sept-2024</p> | <p>BIF2 funding has significantly reached into communities who experience the greatest inequalities. Among the project participants are disproportionately high numbers of women, Disabled people, Lesbian, Gay Bisexual and other, trans people, and people from Black and Minoritised Ethnic communities compared to the Bristol population.</p> |
| <p>Breakdown/proportion of BIF2 funding to Equalities-led organisations</p> | <p>Shows that funding is spread across a diverse range of organisations, representing communities which experience systemic inequality and deprivation, and funding has gone directly to some Equalities-led organisations in greater volumes than under the first round of BIF</p> |
| <p>Equalities Statistics: What is available and where to get it. Guidance note August 2024</p> <p>https://www.bristol.gov.uk/files/documents/8193-equalities-statistics-august-2024/file</p> | <p>Provides a demographic breakdown of the Bristol population and is used to identify where work needs to be done to tackle disadvantaged and under-represented groups in the community.</p> |
| <p>BIF3 consultation report</p> | <p>A diverse and representative range of respondents were in majority agreement about all of the BIF3 proposals except one (on increasing the amount available for hate crime work by 10%).</p> |
| <p>Additional comments:</p> | |

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

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| <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.

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| <p>BIF has not previously explicitly gathered data on other equalities groups such as refugees, asylum seekers, care leavers or protected characteristics such as pregnancy/maternity and marriage/civil partnership. However, we</p> |
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know that projects funded by previous rounds of BIF funding are working with many of these groups and this will likely continue under BIF3. We also know not everyone shares their information by completing equalities monitoring, so data is often incomplete. We have done training workshop sessions for BIF-funded organisations to improve their understanding of and capacity to collect equalities monitoring data, and this continues to improve each year under BIF2.

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.

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.

We work closely with a steering group of BIF2 funded organisations, which is made up of a mix of large and small grant holders, newer and more established organisations and organisations working in neighbourhood and equalities communities.

In developing thinking for Bristol Impact Fund 3, we have engaged with internal and external colleagues and partners including:

- Black-led organisations and organisations with a focus on race equality
- Disabled-led organisations
- BIF2 funded groups and those who are not in receipt of BIF2 funding
- Women led, Older people led and LGBTQ+ led organisations
- Community Anchor Organisations
- The VCSE infrastructure organisations Voscur and Black South-West Network

- Members of Bristol Funders Network
- Bristol City Council Officers from Adult Social Care, Public Health, Equalities, Youth, Arts and Culture, and Community Development teams.

Informal engagement conversations took place with these groups from Jan- July '24

Formal public consultation was carried out from 25th September 2024 – 31st October 2024 (6 Weeks), composed of:

- Online consultation survey, including an Easy Read version in the form of an interactive pdf
- Five general consultation events
- Two targeted events for Disabled people with learning difficulties and for Deaf and hard of hearing people

Through the consultation process we aimed to reach:

- Equalities communities
- BCC internal stakeholders
- VCSE infrastructure organisations
- Other funders in the city (Bristol Funders network)
- Smaller VCSE organisations

We received 95 responses to the online survey, of which 8 were using the Easy Read version. A total of 67 people attended the consultation events, from 43 different VCSE organisations.

Demographic data for the survey respondents:

Age:

- 4 (5%) respondents were 18-24
- 8 (9%) respondents were 25-34
- 18 (20%) respondents were 35-44
- 24 (27%) respondents were 45-54
- 16 (18%) respondents were 55-64
- 12 (14%) respondents were 65-74
- 3 (3%) respondents were 75-84
- 1 (1%) respondent was 85 +
- 3 (3%) respondents preferred not to say

Consider themselves to be a Disabled person:

- 26 (29%) respondents considered themselves to be a Disabled person
- 55 (61%) respondents did not consider themselves to be a Disabled person
- 9 (10%) respondents preferred not to say

Ethnic group:

- 3 (3%) respondents selected Asian or Asian British
- 8 (9%) respondents selected Black, Black British, Caribbean or African
- 5 (6%) respondents selected Mixed or multiple ethnic groups
- 57 (65%) respondents selected White British
- 4 (5%) respondents selected Other White Background
- 0 (0%) respondents selected Gypsy, Roma or Traveller
- 4 (5%) respondents selected other
- 7 (8%) respondents preferred not to say

Religion / faith:

- 51 (59%) respondents selected No religion
- 4 (5%) respondents selected Buddhist
- 15 (17%) respondents selected Christian
- 1 (1%) respondent selected Hindu
- 0 (0%) respondents selected Jewish
- 4 (5%) respondents selected Muslim

- 2 (2%) respondents selected Pagan
- 0 (0%) respondents selected Sikh
- 4 (5%) respondents selected Other
- 5 (6%) respondents preferred not to say

Sex:

- 53 (60%) respondents identified as female
- 27 (31%) respondents identified as male
- 1 (1%) respondent identified as other
- 7 (8%) respondents preferred not to say

Consider themselves to have a gender identity different from their sex recorded at birth:

- 2 (2%) respondents said yes
- 77 (91%) respondents said no
- 6 (7%) respondents preferred not to say

Sexual orientation:

- 7 (8%) respondents selected Bi
- 3 (4%) respondents selected Gay/Lesbian
- 54 (64%) respondents selected Heterosexual / Straight
- 19 (22%) respondents selected that they use another term
- 2 (2%) respondents preferred not to say

Are pregnant or have given birth in the last 26 weeks:

- 0 (0%) respondents said yes
- 82 (95%) respondents said no
- 4 (5%) respondents preferred not to say

Whether they are a carer:

- 13 (15%) respondents said yes
- 67 (78%) respondents said no
- 6 (7%) respondents preferred not to say

Whether they are a refugee or asylum seeker:

- 1 (1%) respondent said yes
- 82 (94%) respondents said no
- 4 (5%) respondents preferred not to say

Survey respondents' postcodes were mapped to Bristol deprivation deciles, where possible. Bristol decile 10 is the least deprived and Bristol decile 1 is the most deprived. The deciles with the highest number of responses were Bristol decile 2 and Bristol decile 3 jointly. Of the 76 responses that gave full postcodes:

- 13 (18%) were in Bristol decile 2
- 13 (18%) were in Bristol decile 3
- 12 (17%) were in Bristol decile 1
- 10 (14%) were in Bristol decile 4
- 7 (10%) were in Bristol decile 7
- 6 (8%) were in Bristol decile 6
- 4 (6%) were in Bristol decile 8
- 3 (4%) were in Bristol decile 5
- 2 (3%) were in Bristol decile 9
- 1 (1%) were in Bristol decile 10

Respondents were asked whether they were responding as an individual, on behalf of a VCSE organisation, or in any other capacity. 94 respondents answered the question, of which:

- 35 (37%) responded on behalf of a VCSE organisation
- 54 (58%) responded as an individual

- 5 (5%) responded as other

Even though the majority of respondents selected that they were replying as individuals, it was clear from comments that a number of them work for VCSE organisations in the city.

For those responding on behalf of a VCSE organisation, we asked about the characteristics of their organisation.

Characteristics of VCSE organisations responding:

Areas of interest their VCSE organisations work in:

- Health and wellbeing: 22 respondents selected this area
- Community development: 17 respondents selected this area
- Children and families: 13 respondents selected this area
- Neighbourhood: 13 respondents selected this area
- Information, advice and guidance: 11 respondents selected this area
- Equalities: 11 respondents selected this area
- Jobs and skills: 11 respondents selected this area
- Environmental: 10 respondents selected this area
- Arts and culture: 7 respondents selected this area
- Equalities-led organisation: 7 respondents selected this area

Which group their VCSE organisation primarily works with:

- Specific geographical community or neighbourhood: 7 organisations selected this group
- Children and / or Young People: 6 organisations selected this group
- People impacted by poverty: 5 organisations selected this group
- Black, Asian, Minority Ethnic (BAME) communities: 5 organisations selected this group
- Disabled People: 3 organisations selected this group
- New migrant, refugee, asylum seeker: 2 organisations selected this group
- Lesbian, gay and bisexual people: 1 organisation selected this group

Which areas of Bristol their VCSE organisations works in. 21 areas were selected, the most common of which were:

- 18 (53%) City-wide
- 6 (18%) Hartcliffe and Withywood
- 4 (12%) Hengrove and Whitchurch Park
- 4 (12%) Easton
- 4 (12%) Bedminster
- 3 (9%) Windmill Hill
- 3 (9%) Southville
- 3 (9%) Knowle
- 3 (9%) Filwood

VCSE organisation's annual turnover:

- 1 (3%) respondent selected below £20k
- 2 (6%) respondents selected £20k to £50k
- 12 (34%) respondents selected £50k to £250k
- 11 (31%) respondents selected £250k to £1m
- 6 (17%) respondents selected over £1m
- 3 (9%) respondents selected Not applicable

Whether their VCSE organisation currently receives a Bristol Impact Fund grant:

- 17 (49%) respondents said that they currently receive a BIF grant
- 18 (51%) respondents said that they do not currently receive a BIF grant

From this data we can see we heard from fewer younger people than their proportion in the Bristol population; but higher numbers of Disabled people, LGBTQ+ people and people from Black and minoritised ethnic communities than their proportion in the Bristol population; fewer men than women; two gender-

reassignment respondents and one refugee/asylum respondent; no respondents who were pregnant or had given birth in the last 26 weeks. We did however hear from organisations that work with Young People.

In the consultation events, we heard from people representing diverse VCSE organisations. At least 15 were organisations that were Black, Asian and Minoritised Ethnic-led and 3 were Disabled people-led organisations. There may have been other equalities-led organisations present but as we did not ask this question systematically, this was not recorded.

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.

Once the funding has been approved, we will consult with VCSE infrastructure organisations over the application process and how to make the process as accessible as possible, including by developing a programme of support targeted at equalities-led and small organisations to develop applications.

Awarding the funding will involve allocation panels who assess and make recommendations on funding. The panels are made up from Internal BCC officers and consultants representing equalities groups. Decisions are made to ensure that there is an even spread across equalities and geographical communities that experience the greatest inequity.

Integral to the Bristol Impact Fund programmes is a steering group made up of BCC officers, Small, medium and large grant-holders, and VCSE infrastructure organisations. A new one will be set up at the start of BIF 3 to enable grantees to design the evaluation and learning programme and influence monitoring requirements over the course of the funding programme.

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.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

The BIF 2 Medium/Large grants will finish on 31st March 2026. Risk assessments at the end of their funding will be undertaken and where possible any identified potential negative impacts will be mitigated. Analysis of data from the first two years of Bristol Impact Fund 2 indicates a disproportionately positive impact for many groups with protected characteristics listed below.

| PROTECTED CHARACTERISTICS | |
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| Age: Young People | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | For the purposes of BIF 'young people' are 16-25. 5 Medium/Large grants are working with young people exclusively. None of the projects we propose to fund are delivered by organisations led by young people, although one small grants project is led by a youth project worker. Equalities monitoring shows that 11% of project participants in BIF2 year 2 were young people, slightly lower than the Bristol population (16%). However, we also know that this is a demographic group that is often more reluctant to fill in equalities monitoring forms and therefore the true number may be higher. |
| Mitigations: | We are working with evaluation consultants to build the capacity of BIF-funded organisations to strengthen their equalities monitoring, through training and ongoing support. In developing a potential BIF 3, we will consider ringfencing funding for 'young people' to ensure support for youth-led initiatives. We have been reaching out to the Youth and Play Fund network in BIF3 engagement and consultation to raise awareness in the hope of getting more youth-led applications. |
| Age: Older People | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | BIF2 projects are disproportionately benefitting older people. 27% of BIF2 project participants in year 2 were aged 65 or over, which is significantly higher than the Bristol population. One of the BIF2-funded organisations is Older people-led and works to empower older people and increase their representation in City decision-making. |
| Mitigations: | No mitigations because the impacts are expected to be disproportionately positive |
| Disability | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | 17% of project participants in year 2 identify as Disabled, which is about proportionate to the general population. 5 of the funded projects are being delivered by Disabled-people-led organisations. |
| Mitigations: | In the application process people can specify their access or communication needs (eg prefer email to phone calls) and we respect that in our subsequent grant management. We only use and fund accessible venues. We employ BSL interpreters when required. |
| Sex | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | BIF2 projects are disproportionately benefitting women. 55% of project participants in year 2 were women. At least three projects funded are being delivered by women-led organisations. |
| Mitigations: | No mitigations because the impacts are expected to be disproportionately positive |
| Sexual orientation | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | 4% of BIF2 project participants identified as LGB, which is slightly lower than the general Bristol population (6%). Two funded projects work exclusively with LGBTQ+ people. One of these is delivered by an organisation led by LGBTQ+ people. |
| Mitigations: | We will continue to work with our colleagues in the community development team and with the Bristol Funders Network to identify opportunities to develop funding bids from LGBTQ+ organisations. In developing a potential BIF 3, we will consider making LGBTQ+ one of the funding priorities to ensure support for LGBTQ+-led initiatives. |
| Pregnancy / Maternity | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | Two small grants projects funded are for and led by Women focusing on pregnancy and motherhood. |
| Mitigations: | No mitigations because the impacts are expected to be disproportionately positive |
| Gender reassignment | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | 6 funded projects (21% of Medium/Large grants) work with Transgender people as participants, and 1% of all project participants in year 2 identified as Transgender which is about proportionate to the Bristol population. |

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| | No funding applications have been received from organisations led by Transgender people. |
| Mitigations: | In developing a potential BIF 3, we will consider prioritising organisations working specifically with or led by Transgender to ensure greater support for this equalities group. |
| Race | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | BIF2 has funded 16 Black, Asian and Minority Ethnic-led projects. Furthermore, several of the projects will work specifically with Black, Asian and Minority Ethnic communities (52% of Medium/Large grants). This is a disproportionate positive impact. Indeed 36% of project participants in year 2 were from BAME backgrounds, compared to 20% in the Bristol population. Overall, 31% of BIF2 funding has been awarded to BAME-led organisations. This is a significant increase from BIF1 (14%). |
| Mitigations: | Work carried out with BSWN over the past four years has helped us to target Black, Asian and Minority Ethnic groups when inviting funding applications; and support broader capacity building for these organisations to apply for and deliver grant-funded activities. This will continue during the lifetime of the BIF2 grant and under BIF3. |
| Religion or Belief | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | BIF2 is disproportionately benefitting people of faith communities, in particular those of Muslim faith. 50% of year project participants were from faith communities, compared to 42% in the Bristol population. Muslims are disproportionately represented in project participants – 25% compared to 7% in the general population. |
| Mitigations: | As a service, we are aware that we would like to collectively discuss and agree our approach to funding organisations working with faith communities. We aim to be clearer in future guidance about our approach to funding such projects which may mean more organisations are encouraged to apply for work with faith communities. |
| Marriage & civil partnership | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | N/A |
| Mitigations: | N/A |
| OTHER RELEVANT CHARACTERISTICS | |
| Socio-Economic (deprivation) | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | BIF2 funding disproportionately benefits those areas considered in the top 20% most deprived in the city. The majority of BIF2 project participants are from the wards of Easton, Eastville, Filwood, Hillfields, Knowle and Lawrence Hill. Furthermore, in the latest round of small grants 9 funded projects (69% of total projects) work in the priority wards which are among most deprived areas of the city, mentioned below. 12 small grants projects will work with low-income families as participants. |
| Mitigations: | In the previous two rounds of small grants funding, priority has been given to neighbourhood-based projects working in the following wards which are among most deprived areas of the city: <ul style="list-style-type: none"> •Henbury and Brentry •Frome Vale •Hillfields •Brislington West •Stockwood •Lockleaze •Hengrove and Whitchurch Park In developing a potential BIF 3, we will consider prioritising the most deprived areas of the city that have historically been under-served by grant funding. |
| Carers | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | Three of the small grants projects funded work with carers as participants. |
| Mitigations: | No mitigations because the impacts are expected to be disproportionately positive |

| | |
|--|--|
| Other groups [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: | In the second round of small grants, one funded project works with Refugees and Asylum seekers, and one with care leavers. Under the Medium/Large grants, one project works exclusively with Refugees and Asylum seekers. |
| Mitigations: | No mitigations because the impacts are expected to be disproportionately positive |

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 entire focus of the BIF 3 fund is to support effective responses to the key problems and aspirations of equalities communities and people living in the most deprived parts of the city, through funding voluntary and community organisations which can strengthen their self-organisation and resilience.

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, hetero-sexism, 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

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.

Summary of significant negative impacts and how they can be mitigated or justified:

There are communities who are not represented in the BIF2 medium and large grant portfolio, leading the work for their own communities (as opposed to being participants in proposals), such as young people and the Gypsy and traveller community. There are also some areas of the city which experience significant deprivation in the lowest 20% or 10% Multiple Deprivation which are not receiving BIF 2 funding to support neighbourhood focused work. Our main mitigation for all these communities is to work with the Bristol Funders Network to explore aligned and strategic approaches to funding, and to seek to redress these gaps in the next round of funding decisions under BIF3.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

BIF3 funding will positively impact on equalities communities, especially those living in the 20% most deprived areas of the city and citywide equalities communities. We take positive action to fund organisations led by the communities they work with and represent.

The independent evaluation of the first two years of BIF2 has found that it is a crucial programme for empowering local communities to self-organise, and highlighted that the fund is building stronger organisations through skills, knowledge and capacity building. The groups who receive funding include both equalities groups leading proposals and as participants in proposals and local organisations embedded in the city's most deprived communities.

The evaluation also noted a significant improvement in Equalities, Diversity and Inclusion (EDI) monitoring between Years 1 and 2 of the grant programme, with many more organisations completing their EDI data more effectively and consistently across their activities meaning that the results are more robust. This is likely due to clearer and more consistent programme learning support and guidance over the last year. The data shows an overall increase in the number of people engaged who identify as transgender potentially due to increased confidence in managing EDI monitoring and/or increased engagement with those groups.

Finally the evaluation commended the intentionality of funding decisions to address the inequity of previous funding and noted this has been a lifeline for many of the funded organisations. This approach has prioritised organisations that are 'of their community' particularly in terms of Black, Asian and Minoritised ethnic-led organisations and Disabled People-led organisations. As a result of intentional funding decisions, we see a considerable increase (18%) in the proportion of funding going to Black Asian and Minoritised ethnic-led groups between BIF1 and BIF2.

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 |
|--|---|---|
| Continue to work with funded VCSE organisations and a commissioned Monitoring, Evaluation and Learning consultant to deliver a programme of monitoring, evaluation and learning for BIF 2 and strengthen the capacities of grant-funded organisations in this regard. We are taking a particular focus on improving the recording and reporting on equalities monitoring data, and will consider how to better capture the involvement of equalities communities in decision making. | Community Resources Manager | Work started with MEL consultant in late 2021 and continues throughout the 4-year grant programme until 2025. |
| Ensure all successful applicants operate from premises which are physically accessible | Community Resources Manager | At grant award, by December 2025 |
| Take positive steps to encourage applications from LGBTQ+ groups and groups led by young people 16-25 | Community Resources Manager | Leading up to application windows of Medium/Large and small grants, until 2028 |
| To work with BIF funded organisations to increase skills and capacity to influence decision making | Community Resources Manager | Ongoing from 2024 |
| To establish a consistent definition of what we as the Council and as grant makers mean by equalities organisations 'of' their community. | Community Resources Manager/Head of Service - Communities | Ongoing from October 2023 |

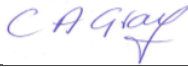
4.3 How will the impact of your proposal and actions be measured?

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.

We are working with an external Monitoring Evaluation and Learning (MEL) expert who is supporting funded groups to accurately monitor their impacts. The monitoring and evaluation processes have been co-designed with grant-holder organisations. The MEL consultant also runs learning events to draw out any significant learnings from the BIF programme and will a final impact report drawing on data collected by funded groups. Under BIF3, we propose to maintain a budget for evaluation and learning and will continue to explore creative ways to capture and measure impact, support peer learning amongst funded organisations and build their capacity to collect, analyse and report on data, including equalities monitoring.

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 Director¹.

| | |
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| Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i> | Director Sign-Off:  |
| Date: 08/11/2024 | Date: 28/2/2025 |

¹ 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.