

## Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Enabling the Voluntary, Community & Social Enterprise Sector Grant
Directorate and Service Area	Commercialisation & Citizen; Neighbourhoods & Communities Service
Name of Lead Officer	Keith Houghton, Community Resources Manager

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

The proposal is to extend the current VCSE sector support and capacity building provided through Voscur to 31<sup>st</sup> March 2022 and invite applications for new arrangements operational from 1<sup>st</sup> April 2022.

No changes are proposed to the substance of the proposal or budget.

Covid19 has reinforced the structural inequality that exists. This inequality is not new but the disproportionate negative impact of Covid19 on Black and Minority Ethnic people, Disabled people, Older people and poor and low waged people has amplified and existing inequality. There is an unequivocal message that inequality kills.

One of the key aims of the new arrangement is to improve the support for equalities-led community and voluntary groups. The key question is whether a delay in bringing about the new arrangement will have a detrimental impact in terms of equality.

The disproportionate impact of Covid 19 and the Black Lives Matter protests is succeeding in putting the need for action high on the city agenda. The newly established VCSE Strategy Group led by the Deputy Mayor Asher Craig recognises the need for urgency and positive action to

tackle inequality. For this to happen there needs to be continuity of leadership and support to the sector.

Delaying the start as proposed will mean new arrangements will be informed by and be bettered as a result of the recovery strategy and community conversations taking place over the coming months.

The EqIA will be updated in the context of the recovery plans and inform the application process. This means there is no substantive change to the EqIA which informed that decision in Dec '19 as follows:

1. To re-commission capacity building and infrastructure support services to enable the voluntary, community and social enterprise sector through a grant process for a period of four years.
2. We are calling this grant the Enabling the Voluntary, Community and Social Enterprise sector grant ('Enabling the VCSE grant'). The grant will contribute to: Powerful, thriving communities; Strong, long term vision and leadership of the sector; A city plan and approach that reflects the diversity and creativity of the city.
3. Five community-building principles underpin the approach and there are 5 priorities for support.
4. The grant will build on the VCSE's capacity to develop, respond to change and problem-solve through a city offer, and will also deliver specific benefit to build the capacity of:
  - organisations that are led by equalities groups
  - neighbourhoods and places experiencing greatest disadvantage
  - smaller and emerging community groups
5. The proposal is for a 4 year funding agreement, with a budget of £338,118 (BCC contribution) £316,608 per year from 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2026

## **Step 2: What information do we have?**

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

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

.Data held for 2018-19 for the current service demonstrates the following take up support by equalities groups:

977 individuals participated in training sessions, completed a startup programme or attended briefings or peer support/learning events. Of the 977

individuals noted above, 512 provided equalities monitoring information (55%).

Race and Ethnicity:	% of Bristol population*	% of monitored users**		Number
(a) Asian or Asian British	5.5%	6%	Bangladeshi	1
			Chinese	1
			Indian	1
			Pakistani	1
	Any other Asian background		26	
(b) Black or Black British	6%	5.4%	African	5
			Caribbean	8
			Somali	4
			Any other Black background	10
(c) Any other ethnic groups	1%	1.8%	Arab	3
			Iranian	0
			Iraqi	0
			Kurdish	0
			Turkish	0
			Any other ethnic background	6
(d) Mixed/multiple ethnic groups	3.6%	4.8%	White and Asian	6
			White and Black African	1
			White and Black Caribbean	9

			Any other mixed/multiple background	8
(e) White	78%	75.4%	British	377
	5%	6.8%	Eastern European	9
			Gypsy	1
			Irish	5
			Irish or Scottish Traveller	1
			Roma	0
			Any other white background	18
(f) Preferred not to say			Preferred not to say	6
			No response	5

Gender:	% of Bristol population*	% of monitored users**	Number
Men	50%	28%	141
Women	50%	63%	322
Gender Fluid/Non Binary/Other/No response	Not known	8.5%	44
Preferred not to say			5

Age:	% of Bristol population*	% of monitored users**	Number
16 – 24	15.8	3%	14
25 - 49	38.5	52%	269
50 - 64	14.4	27%	137

65 - 74	13%	2%	30
75 or over			9
Preferred not to say			6
No response			47

<b>Disabled people:</b> (people who considered themselves to be disabled)	<b>% of Bristol population*</b>	<b>% of monitored users**</b>	<b>Number</b>
Yes	17%	11%	58
No	83%	76%	390
Preferred not to say			18
No response			46

<b>Sexual Orientation:</b>	<b>% of Bristol population*</b>	<b>% of monitored users**</b>	<b>Number</b>
Bisexual	4% (estimate from QoL survey)	8%	22
Gay			10
Lesbian			11
Heterosexual			354
Other/no response			56
Preferred not to say			59

<b>Gender Identify:</b> people who have said they are transgender ( <i>a question your org. may have asked people: is your gender identity different to that assigned at birth?</i> )	<b>Number</b>
Yes	61

No	360
Preferred not to say	20
No response	71
Voscur notes they have followed the standard wording of this question, but feel it could be misinterpreted, leading to a higher than expected number of people answering yes. They will phrase the question differently to minimise this potential misunderstanding in future years.	

People of Faith:	% of Bristol population*	% of monitored users**	Number
Buddhist	0.6	1.4	7
Christian	46.8	27.7	142
Hindu	0.6	0	0
Jewish	0.2	0	0
Muslim	5.1	1.4	7
Sikh	0.5	0	0
None	37.4	43.8	224
Don't know / not sure			18
Other faith, religion or belief	0.7	3.7	19
Preferred not to say			41
No response			54

\* source:

<https://www.bristol.gov.uk/documents/20182/3188217/2019+Equalities+statistics+for+Bristol+by+individual+age+groups>

\*\* source: 2018/2019 VCS Infrastructure Support Services Grant Beneficiaries Reporting Form

- 63% of beneficiaries were women.
- 8% were lesbian, gay or bisexual.
- 26% were non-white British.
- 11% were disabled people.
- 26% were from priority neighbourhoods (wards with high levels of

multiple deprivation).

There are at least 187 countries represented in Bristol, with people who are not White British making up 22% of the total population (as of 2011 census). 91 languages are spoken in the city, and over 45 religions followed. As Bristol grows, this diversity will continue to flourish. Recent data on school pupils show 37% are not White British.

Bristol continues to have increasing levels of multiple deprivation, with 16% of citizens living in the most deprived areas in England, including 19,400 children and 7,700 older people. The VCSE sector is to draw on the capacity of citizens to support their own communities and enables social action. This is a difficult thing to measure. The Quality of Life survey suggests there are some differences in the extent to which people from equalities groups in Bristol volunteer or help out in their community (e.g. higher for LGB, BME and young people; lower for disabled people).

Indicator	% who volunteer or help out in their community at least 3 times a year
<b>Equalities Group</b>	<b>Percentage</b>
16 to 24 years	72.9%
50 years and older	68.4%
65 years and older	69.0%
Female	70.1%
Male	67.6%
BME (Black and Minority Ethnicity)	77.4%
WME (White Minority Ethnicity)	69.8%
Carer	76.1%
Disabled	57.7%
LGB (Lesbian Gay Bisexual)	78.5%
No religion or faith	69.8%
Religion or faith	67.8%
<b>Bristol Average</b>	<b>67.8%</b>

source: Quality of Life in Bristol survey 2018-19

## 2.2 Who is missing? Are there any gaps in the data?

- Gaps in population data for gender re-assignment and transgender populations and there is an estimate for lesbian, gay and bisexual populations drawn from QOL.;
- There is no city data on the number of VCSE organisations led by equality groups or 'of equality groups' against which to assess the match of beneficiaries

2.3 How have we involved, or will we involve, communities and groups that could be affected?

An online consultation with the VCSE ran from 19<sup>th</sup> July to 15<sup>th</sup> September 2019. 137 responses were received, of which 60 completed the survey. Of these completed responses the following breakdown of equalities groups was received:

Ethnic group	% of Bristol population	% of completed surveys	
(a) Asian/Asian British	5.5%	8.77%	
(b) Black/African/Caribbean/Black British	6%	10.53%	
(c) Any other ethnic background	1%	1.75%	Self-described: Indo hispanic
(d) Mixed/Multi ethnic group	3.6%	0%	



(e) White	78%	72%	White British
		0%	White Irish
		0%	Gypsy/Roma/Irish Traveller
	5%	5.26%	White other
(f) Preferred not to say		1.75%	Prefer not to say
<b>The survey achieved higher participation from most BAME populations than their presence in the Bristol population, with the exception of Mixed/multiple ethnic groups</b>			

What is your sex?	% of Bristol population	% of completed surveys
Male	50%	47.3%
Female	50%	51%
Preferred not to say		1.7%
<b>The survey achieved participation from men and women close to proportionate with their presence in the Bristol population</b>		

What is your age?	% of Bristol population*	% of completed surveys
15 – 24	16.7%	0%
25 - 34	19.9%	10.53%
35 - 44	13.1%	21.05%
45 - 54	9.9%	21.05%
55 - 64	8.9%	33.33%
65 - 74	6.8%	7.00%
75 or over	6.0%	5.3%
Preferred not to say		1.75%

No response		
<p><b>The survey achieved higher levels of participation from 35-64 age categories than their representation in the Bristol population; proportionate participation from 65+ ages and fewer 25-34 than the Bristol population and poor participation in the 15-24 age group</b></p> <p>*source: 2018 Mid Year Population Estimates for Bristol Local Authority</p>		

<b>Do you consider yourself to be a disabled person?</b>	<b>% of Bristol population</b>	<b>% of completed surveys</b>
Yes	17%	14.3%
No	83%	85.7%
Preferred not to say		0
No response		

**The survey achieved slightly lower levels of participation from disabled people proportionate to their representation in the Bristol population; and reasonably accurate participation from non-disabled people**

<b>What is your sexual orientation?</b>	<b>% of Bristol population</b>	<b>% of completed surveys</b>
Bisexual	4% (estimate from QoL survey)	14.3%
Gay		
Lesbian		
Heterosexual	No estimate	
Other/no response		
Preferred not to say		

**The survey achieved considerably higher levels of participation from LGB people over their representation in the Bristol population**

<b>Have you gone through any part of a gender reassignment process or do you intend to?</b>	<b>% of Bristol population</b>	<b>% of completed surveys</b>

Yes	No estimate	0%
No		100%
Preferred not to say		0%
No response		
<b>The survey did not achieve any representation of transgender people, which is a missing demographic in the survey</b>		

<b>Religion/faith:</b>	<b>% of Bristol population</b>	<b>% of completed surveys</b>
Buddhist	0.6%	5.25%
Christian	46.8%	22.8%
Hindu	0.6%	0
Jewish	0.2%	0
Muslim	5.1%	8.8%
Sikh	0.5%	0
None	37.4%	52.6%
Don't know / not sure		
Other faith, religion or belief	0.7%	8.8%
Preferred not to say		1.75%
No response		

**The survey achieved higher levels of representation from Muslim, Buddhist, other faiths or beliefs and people with no faith than their presence in the Bristol population; lower representation was achieved from Christians, Hindus, Jews and Sikhs.**

In addition to the survey VCSE organisations were invited to 7 consultation events. One was for equality groups. Officers also attended a meeting of the BAME Voluntary & Community Sector Network hosted by Black South West Network which is explicitly for BAME VCSE organisations.

In total 50 individuals attended, of which 19 represented BAME-led VCSE groups; 2 Disabled people -led groups; 1 young people's service; and the BCC funded Equalities Voice and Influence Partnership.

Information was sent out about the consultation through:

- the Voscur website;
- All funded VCS organisations linked to BCC ;
- All groups applying for Bristol Impact Fund Small Grants
- targeted direct emails at equalities groups;
- BAME organisations via Black South West Network
- via Quartet, Locality and identified anchor organisations
- Consultation Finder;
- all community groups in receipt of community meeting grants, supporting the work of Area Committees
- BCC Community Development Team.

60 people who completed the online survey. The organisations they represented work with the following groups

<b>Equalities Group</b>	<b>Primary focus of work</b>	<b>% of groups*</b>
Older People	16	38%
Children and/or Young People	14	33%
Disabled People	17	40%
Carers	6	14%
LGBT+	2	5%
Sex/gender	3	7%
BAME communities	15	36%
Faith-based communities	4	9.5%
New migrant, refugee, asylum seekers	7	16.5%
People impacted by poverty	12	28.5%
* figures add up to more than 100% because groups work with more than one demographic as their primary focus		

81% of survey respondents work in those wards which contain the 10% most deprived areas in the city in terms of multiple deprivation.

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

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
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a. As our proposals currently stand, there is no clear negative impact.
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3.2 Can these impacts be mitigated or justified? If so, how?
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3.3 Does the proposal create any benefits for people with protected characteristics?
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a. Yes. Annual work planning for use of the grant by the successful grant recipients will identify the priorities for the year ahead and evidence for this. An equalities action plan will be required.
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b. The successful grant recipient(s) will be expected to take positive action to facilitate the inclusion of equalities-led organisations. Equity of outcome, has been included in the underpinning principles behind this commissioning to reflect feedback from the consultation. This will contribute to redressing the historic disadvantage for communities that experience systemic inequality.
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c. the council will include a specific assessment of the proposed benefits to equalities communities and proposed plans to deliver benefits to them as part of the grant application process.
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3.4 Can they be maximised? If so, how?
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a. We have received specific feedback from our online consultation and our consultation events about equalities issues and from the background research we have conducted. We will make this available to all grant applicants and ask them to address in their application.
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b. We will require an analysis of the impact of systemic inequality and a theory of change and a delivery approach which can make plausible impacts on the capacity and sustainability of equalities-led organisations as part of the assessment of grant applications.
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### Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

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

- a. The proposal will now include and emphasise the concept of Equity as well as Inclusion in the Community Building principles which underpin the grant offer. This has been taken directly both from the online survey and from the consultation events – in particular with BAME-led organisations.
- b. The consultation report will be shared with applicants so it can inform their proposal
- c. The proposal emphasises positive action to address systemic disadvantage and inequality. The consultation surfaced some concerns that a focus on place-based could undermine support for equalities communities which organise city wide and this emphasis meets those concerns.
- d. The emphasis on Equity from the consultation will be reflected in the grant application and assessment process for applicants. to present a clear understanding of historic and current inequity and present a clear theory of change to deliver equitable outcomes to equalities-led VCSE groups. This will mean that appropriate kinds of support are in place to improve equity of outcome for these VCSE groups.

4.2 What actions have been identified going forward?

- a. Annual work planning will include a positive-action plan
- b. The grant funding plan will emphasise the desirability of a collaborative approach to delivery of the Enabling VCSE grant to achieve stated outcomes. We have built in a three month period into our commissioning plan to allow for this.

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

Delivery of the annual Equity & Inclusion action plan will be monitored. Outcome indicators will be agreed with the successful grant organisation(s) to track progress.

Service Director Sign-Off:	Equalities Officer Sign Off: <i>Reviewed by Equalities and Community Cohesion Team</i>
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Date: 29/06/20

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