

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Bristol Impact Fund 2: Growing the Power of Communities
Directorate and Service Area	People, Neighbourhoods and Communities
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?

To invest £5.4m over 4 years (July 2021-June 2025) in the Bristol Impact Fund 2 (BIF2) programme goal: To build city resilience by growing the power of communities experiencing the greatest inequality. This funding will be available as grant funding to the city's Voluntary, Community and Social Enterprise sector (VCSE) from 1st October 2021.

This Fund is a follow-on to the first Bristol Impact Fund (BIF1), which supported VCSE organisations from July 2017. It is due to end its four-year funding period on 30th June 2021. As a result of feedback from our consultation it is now proposed in the Cabinet report to extend BIF1 to 30th September 2021.

We are proposing to focus Bristol Impact Fund 2 explicitly on empowering and supporting communities of place and communities of people with shared experience of inequality. The fund is structured to fund VCSE groups and organisations to deliver community building and to support Bristol's community and VCSE priorities identified in the 'Designing a New Social Reality' research led by Black South West Network in partnership with Voscur and Locality. In addition we are inviting applicants to put forward proposals to address other priorities which they can evidence as important for their communities of place or equalities community.

7 ways of working are at the heart of how the BIF 2 will work:

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

In supporting the priorities in the 'Designing a New Social Reality' research we are responding to the needs of the city's communities and VCSE sector in the light of the impact of Covid-19 – both its positive aspects, in that it demonstrated citizen action in mutual support and volunteering and strong partnership working between community groups and statutory services; and its negative impacts: its disproportionate impacts on Black and Minority Ethnic and disabled people, on poorer communities, older people and young people, in both the short and long terms. We are using this funding to help address the power imbalances which hold back equalities and poorer communities of place and to support the recovery of the VCSE sector.

The funding directly available 2021-2025 for VCSE groups to apply to is £5.4m. This includes the sum of £119k per year which currently funds a Voice and Influence contract, to 'enable voice and influence for Bristol residents with Protected Characteristics.':

- To reduce disadvantage and inequality by enabling people to influence the things that matter to them at neighbourhood and city level, through self-organisation, participation and representation.
- To support the council meet our Public Sector Equality Duty by enabling people to contribute to city debates and respond to priority council consultations

This funding was part of BIF1. It will be incorporated within BIF 2 as its goals are consistent with the impacts and outcomes set out in the BIF 2 proposal of 'growing the power of communities experiencing the greatest inequality.'

£2.76m will in addition fund community transport projects in Bristol, administered directly by West of England Combined Authority (WoECA), making a total investment of £8.16m in the sector. This investment represents a reduction on the four-year funding in BIF 1, which was £12.236m. This reduction is made up of a 15% funding taper which was applied to Medium/Large grants as an explicit part of the BIF 1 programme; and a further £850,000 per year, which will be made available to support the delivery of a capital fund for the VCSE – the Community Resilience Fund.

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.

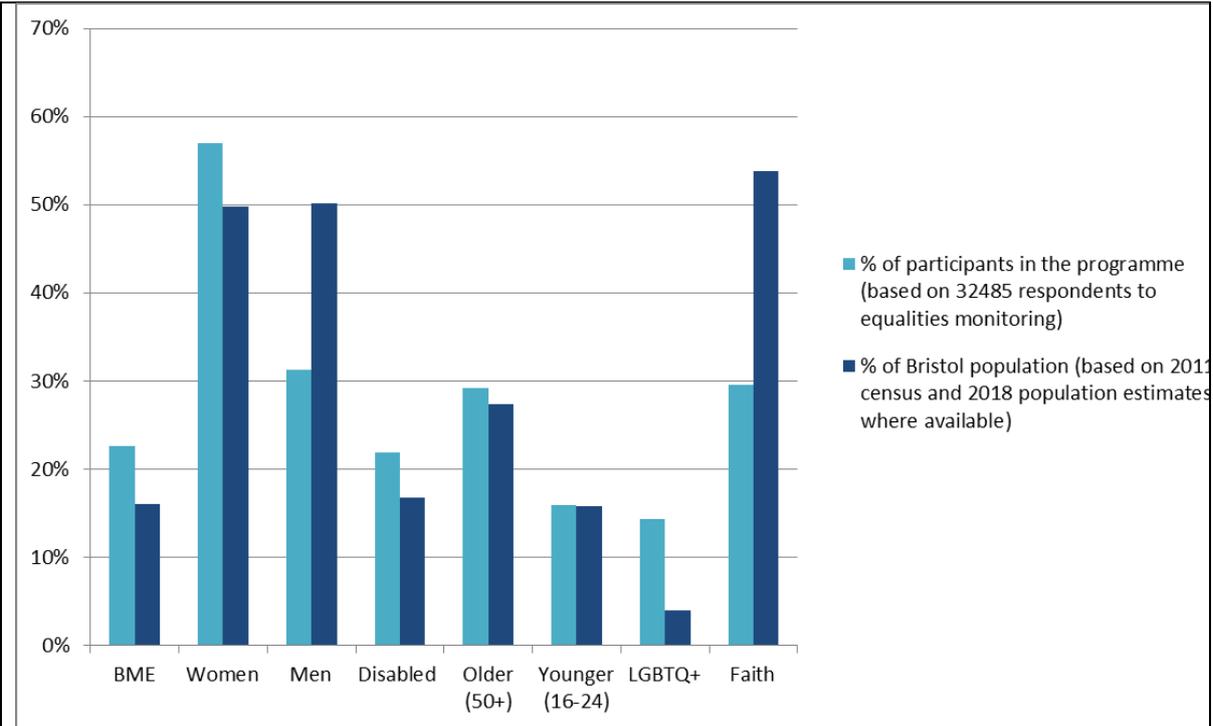
2.1 What data or evidence is there which tells us who is, or could be affected?

The BIF2 programme will provide benefit and funding support to a range of communities from equalities groups and communities in the most deprived wards in the city.

The best estimate we have of which communities are likely to be supported by BIF2 is from evidence from the BIF 1 programme, which was also focused on benefitting equalities communities and the wards with the most concentrated multiple deprivation. The evidence from the monitoring **from the first two years of that programme (2017-2019)** suggests that BIF2 will deliver a strong positive benefit both the equalities communities and the city's most deprived geographical communities. The following section sets out the demographics of people from equalities groups who have participated in the first BIF programme:

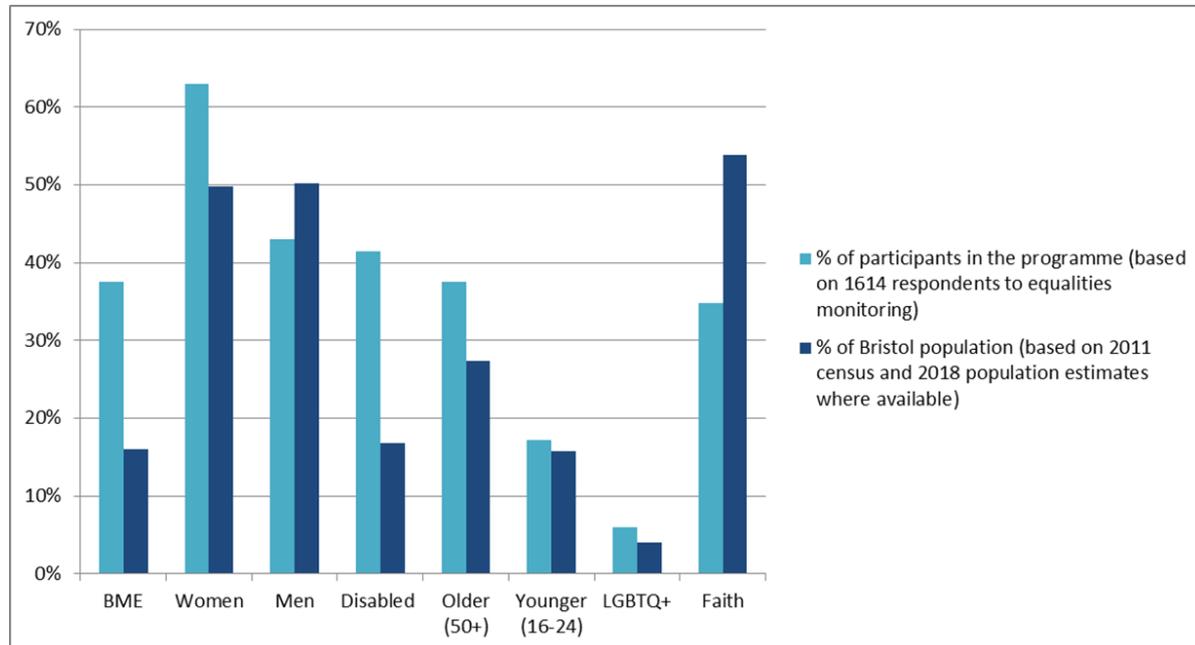
Demographics of Participants in Medium/Large Projects (Years 1 & 2)

BIF medium / large grant funded projects are delivering a clear preferential benefit to Black and Minority Ethnic, Women, LGBTQ+ and Disabled equalities groups in the city; benefit to Younger and Older people is proportionate to the city population.



Demographics of Participants in Small Projects (Years 1 & 2)

BIF small grant funded projects are delivering a strong preferential benefit to most of the equalities groups in the city – Black and Minority Ethnic groups in particular – and disabled people, women and older people in Year 2



A number of projects are specifically aiming to address issues of inequality, disadvantage and discrimination, such as Bristol hate crime services.

Likewise projects are working with a range of equalities groups who experience disadvantage. These include:

- Survivors of modern slavery
- Low-income and single-parent families
- People with emotional and mental distress
- Long-term unemployed & socially excluded individuals
- Women involved in, or at risk of becoming involved in, street sex work
- Asylum seekers and refugees
- People affected by hate crime or discrimination
- People living with or affected by HIV
- Survivors of sexual abuse

In terms of equalities-led organisations:

21% of 42 organisations receiving medium/large grants are led by one of the following equalities groups

- 14% are Black and Minority Ethnic-led
- 5% are LGBTQ+-led
- 12% are Disabled led

53% of 19 organisations receiving small grants between 2017-2019 are led by one of the following equalities groups:

- 37% are Black and Minority Ethnic-led
- 5% are LGBTQ+-led
- 26% are Disabled led

42% of 19 organisations receiving small grants between 2020-2021 are led by one of the following equalities groups:

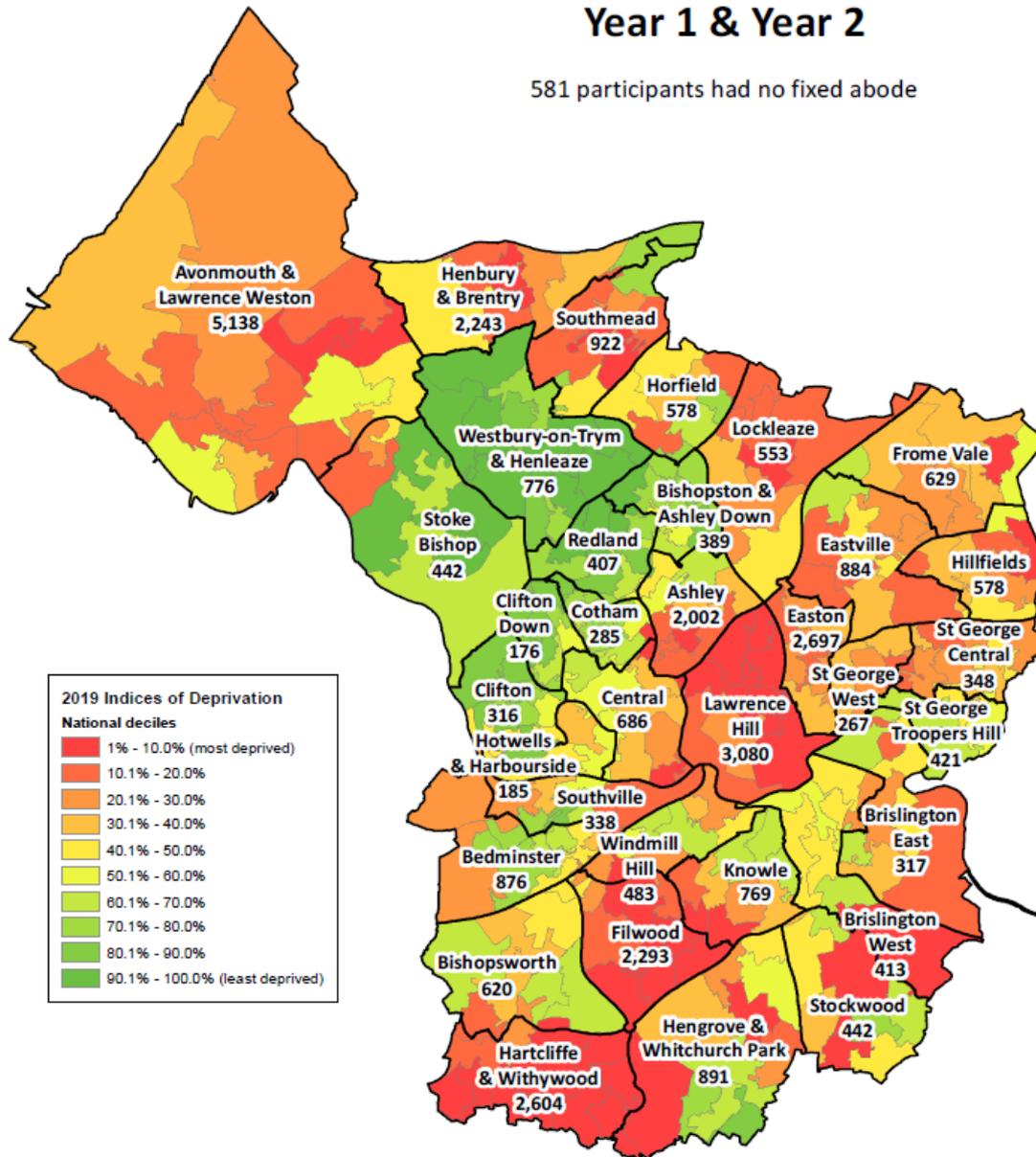
- 37% are Black and Minority Ethnic-led
- 5% are LGBTQ+-led
- 11% are Disabled led

Distribution of BIF participants across the city

The following map illustrates the distribution of participants across the city. Broadly, in the first 2 years of BIF1, there were a high proportion of participants in more deprived parts of the city, with high numbers in Avonmouth and Lawrence Weston, Henbury and Brentry, Hartcliffe and Withywood, Filwood, Lawrence Hill, Ashley and Easton in particular.

Bristol Impact Fund Total number of participants Year 1 & Year 2

581 participants had no fixed abode



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

The current round of Bristol Impact Fund has not explicitly gathered data on other equalities groups such as refugees, asylum seekers, care leavers etc., but we know that BIF is working with many of these groups through their application forms. We also know that standard equalities monitoring is not accessible for some people and for many reasons people are fearful or disinclined to share this information.

Where we do have information it is about participants. It does not give a picture of to what extent equalities communities are involved in decision making or intersectionality.

Data for Disabled people and LGBTQ people is not available through census in the same way that sex or ethnicity is.

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

A meeting was held in January 2020 with key stakeholders, a number of whom represent groups that may be affected by these changes, as well as other funders.

Once the proposal for BIF2 was further developed, a series of **engagement events** (5 in total) were held with a range of organisations in September and October 2020. There were different groups invited, with an explicit focus on equalities.

This included representatives from:

- Black and Minority Ethnic-led organisations
- Disabled-led organisations
- Organisations representing other equalities groups
- Organisations that receive current BIF funding, with a particular focus on those who offer more 1-to-1 crisis support
- Community anchor organisations in parts of the city that have higher levels of deprivation

A further public information event was also held in early October 2020 to give people a “heads up” on the direction of travel of BIF2 and to enable people to feed in their thoughts and questions. This was advertised widely and had 39 attendees from a range of organisations.

The consultation:

We held an online consultation from 16th November – 16th December 2020. This was completed by **88** people (142 partial completions); we held 4 consultation events online, one of which was advertised as for equalities-led organisations; we ran a consultation event hosted by Black South West Network. **93** people attended these events in total.

We only have demographic information from the online survey. The online consultations were attended by organisation representatives from groups funded by the current BIF1 and from non-funded groups.

Demographics statistics from the online survey as follows:

Consider self to be disabled?

Disabled people: 18.75%

Non-disabled: 75%

Prefer not to say: 6.25%

Age

18-24 : 1.25%

25-34: 8.75%

35-44: 11.25%

45-54: 20.00%

55-64 : 28.75%

65-74: 17.5%

75-84: 11.25%

Prefer not to say: 1%

Sex

Female: 58%

Male: 38%

Prefer not to say: 4.0%

Gender reassignment

Yes: 0%

No: 95%

Prefer not to say: 5%

Ethnic Group

White British: 72%

White Irish: 1.0%

White Other: 5%

Black /African / Caribbean / Black British: 7.5%

Asian / Asian British: 4.0%

Mixed / Multi ethnic group: 2.5%

Gypsy / Roma / Irish Traveller: 1.0%

Prefer not to say: 4.0%

Any other ethnic background (please describe): 2.5%

Sexual Orientation

Bisexual: 6.5%

Gay Man 1.00%

Gay Woman / Lesbian: 1.00%

Heterosexual / Straight: 86.00%

Prefer not to say: 5.00%

Other (please describe): 0.00%

Religion/faith

No Religion: 55.70%

Buddhist: 0.00% 0

Christian: 31.5%

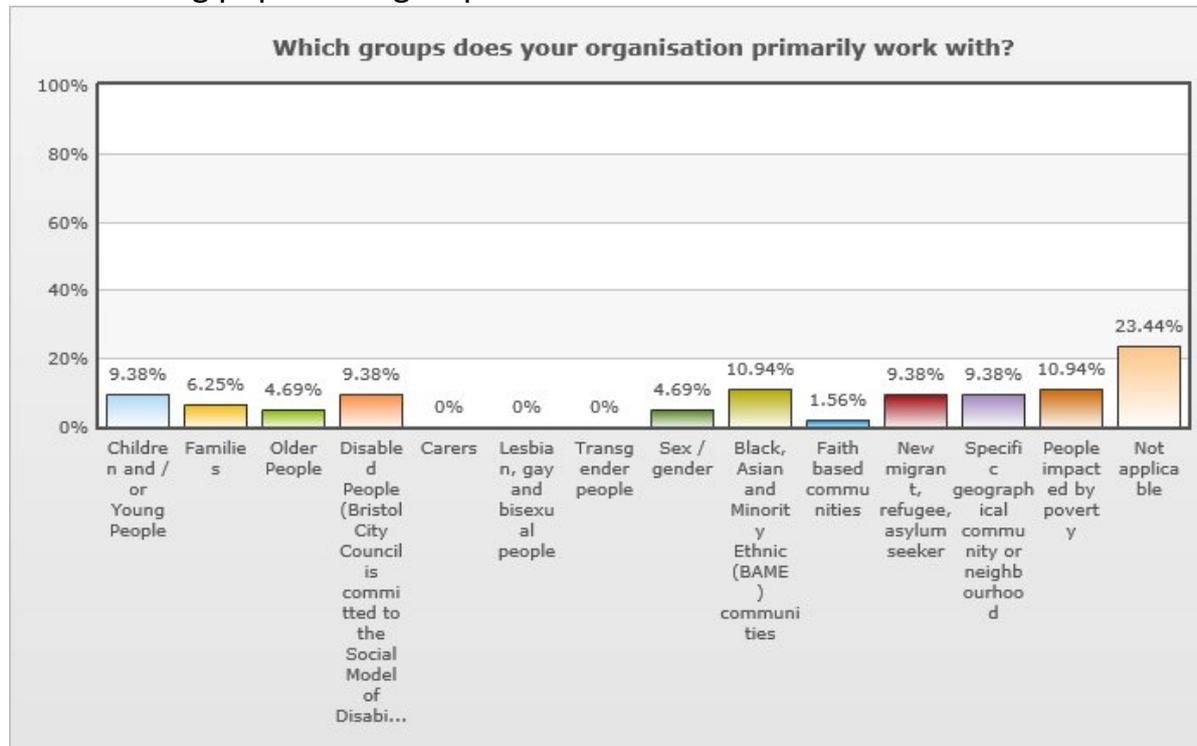
Hindu: 0.00%

Jewish: 0.00%

Muslim: 4.00%

Pagan: 0.00%
 Sikh: 0.00%
 Prefer not to say: 6.00%
 Other (please describe): 2.5%
 pregnant or have given birth in the last 26 weeks
 Yes: 1.00%
 No: 95.00%
 Prefer not to say: 4.00%
 refugee or asylum seeker
 Yes: 0.00%
 No: 95.00%
 Prefer not to say: 5.00%

VSCCE responses to the online survey were from organisations working with the following population groups:



The survey heard from a representative sample of Black and minority ethnic communities and from disabled people; fewer men than women; Fewer younger people than their proportion in the Bristol population; low number of LGBTQ+ people and no gender-reassignment respondents and no refugee/asylum respondents. We did, however hear from organisations which work with refugee/asylum seekers and young people.

Consultation events

Refugee and asylum seeker organisations and an LGBT project were represented and there was strong representation from a range of Black and Minority Ethnic-led organisations. We also received a written submission from Voscur on behalf of a number of organisations funded by the existing BIF 1 programme.

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?

Protected Characteristic	Potential adverse impacts
Age	No potential adverse impacts: The current BIF programme is broadly representative of age in the population in terms of the involvement of younger (16% in both BIF and the Bristol population) and older adults (29% in BIF and 27% in wider population). However, given the adverse effects of Covid on these populations, the aim is that BIF2 will have greater involvement from younger and older adults and we are being more explicit in our aim to support initiatives working particularly with young adults. We will consider offering a 'young people' ring-fence in our Small Grants offer as a way of ensuring BIF2 supports younger people
Disability	22% of participants in medium/large grant funded programmes and 41% of those in small grant funded programmes in years 1 and 2 identified as Disabled. This is significantly higher than the general population (17% in the 2011 census ¹). The proposed framework for BIF2 is explicitly intended to support groups led by disabled people for disabled people in the city and therefore should not adversely impact on Disabled people's group's likely success in obtaining funding for their initiatives. The

¹ 2011 Census defined as "Day to day activities limited a lot and day to day activities limited a little" which is not comparable with the questions asked in our equalities monitoring which asks if people identify as Disabled.

Protected Characteristic	Potential adverse impacts
	fact that there is less funding available could result in fewer disabled people benefitting from the whole BIF2 programme in absolute numbers but not in the proportion of disabled people as participants/beneficiaries of the programme. The fund is intended to grow the power of communities over time
Race	23% of people involved in the current BIF medium/large and 38% in small grant funded programmes identified as Black, Asian or minority ethnic. Again this indicates a higher proportion than the Bristol population (16% in the 2011 census). The proposed framework for BIF2 is explicitly intended to support Black and Minority Ethnic - led groups in the city and therefore should not adversely impact on Black and Minority Ethnic people's group's likely success in obtaining funding for their initiatives. Again, the fact that there is less funding available could result in fewer Black and Minority Ethnic people benefitting from the whole BIF2 programme in absolute numbers but not as a proportion of people as participants/beneficiaries of the programme
Marriage or civil Partnership	No adverse impacts identified
Sex	57% people involved in BIF1 identified as women, and 37% identified as men. We have identified that some of the 1-to-1 crisis support currently delivered through BIF1 is largely supporting women, and that some of these services may find it harder to get funding through the framework proposed in BIF2. See 3.2
Gender reassignment	We do not know the proportion of people who identify as transgender in Bristol, so cannot say whether the numbers currently involved in BIF are higher than the population average. However we do know that a number of people involved in current BIF programmes identify as transgender, and that this may well be underreported. The reduction in funding available in BIF2 may adversely affect the absolute numbers of Transgender people participating. But BIF2 is explicitly about supporting

Protected Characteristic	Potential adverse impacts
	communities most impacted by systemic inequality and equalities communities, including support around Hate crime so we would expect to continue delivering positive impacts on transgender and gender re-assignment communities .
Sexual Orientation	14% of people involved in the current BIF medium/large and 6% in small grant funded programmes identified as LGBTQ+, which is higher than the wider Bristol population (4%).Any potential adverse effects are likely to be similar to those covered in the sections above, in that the absolute numbers of LGBTQ+ people benefitting may be reduced, rather than the proportion.
Religion or belief	People of faith are currently under-represented in the current BIF cohort, with 30% of medium/large and 35% of small grant participants having a religion or belief (compared to 54% in the wider population). It is not clear what the reason for this is, and whether this would equate to any specific adverse effects of the current proposal.
Pregnancy and maternity	We do not gather data on pregnancy and maternity in the current programme, but we do know that some BIF funded organisations work specifically to support mothers. Again there is no reason why they would be at a disadvantage for receiving further funding, but given that overall funding is reduced, there is a chance this could have an impact on pregnant people and parents currently involved in the programme.

3.2 Can these impacts be mitigated or justified? If so, how?

The entire emphasis of the proposal is to strengthen the self-organisation, power and influence of people from equalities groups and the most deprived communities in geographical areas of the city. The main potential adverse impacts are:

- **Reduced funding available in BIF 2 than there was in BIF1** – this may impact on the numbers of people receiving benefit from this grant compared to the BIF 1 programme: this cannot be mitigated in that there is no way of increasing the funding available; We do know that VCSE organisations funded in BIF1 leveraged in an average of 67% funding from non-BCC sources to support their work and we’d hope for a similar level of funding leverage from BIF 2 funded organisations.

- The funding conditions proposed in our consultation produced a response that they risked **excluding VCSE organisations supporting people in economic or emotional crisis through one-to-one service provision**: we have mitigated this by amending the Proposal, making explicit that the BIF2 Fund Inclusion way of working is a key principle and that we recognise the importance of organisations providing these specialised services to those most impacted by systemic inequality. We have expanded the Impacts in the proposal to include:

Equalities-led groups, neighbourhood communities and people experiencing the greatest inequality are better able to:

- Access trusted, empowering support and services which facilitate people to people connections, inclusion and participation in community life
- Where BIF 1 is funding important services for Bristol which cannot meet the BIF 2 ways of working we are committed to exploring alternative funding arrangements

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes. The entire focus of the BIF 2 fund is to strengthen and empower the self-organisation and 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 deliver these impacts:

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

BIF 2 will measure its impacts against the following outcomes, which are designed to demonstrate benefits for those groups most subject to historic and present-day discrimination and disadvantage (equalities groups) and people impacted by poverty and diminished opportunities:

In places and communities which experience the greatest inequality:

Outcome 1

There are strong community/ peer networks and evidence of citizen/neighbourly and community action

Outcome 2

The capacity of community and voluntary organisations to make a positive impact for citizens and communities is strengthened

Outcome 3

Applicants will determine relevant outcomes relating to the chosen priority

Defined outcome/s focused on improving mental health and wellbeing

Defined outcomes focused on addressing digital exclusion (this might include ways of working which doesn't require digital connection)

Defined outcomes leading to improved financial security

Defined outcomes focused on community-determined priority which will improve the lives of that community

Outcome 4

There is evidence that people who experience the greatest inequality are shaping and leading their communities and the life of the city

We will also want to consider evidence the city is changing in response to the experience, insight and good ideas of equalities groups. For communities experiencing inequality to be more involved in city life and decision-making, we recognise a change is needed in the way the city works.

Outcome 5

People are empowered through people to people connections and participation in community life

Hate crime and discrimination support: In addition we are proposing to ring-fence funding support **up to a maximum of the current funding level of the last year of the BIF 1 programme (£355,000)** to ensure that collaborative work to support communities most vulnerable to hate crime and discrimination receive support: Black and Minority Ethnic communities, Disabled people (including people experiencing emotional and mental distress), Lesbian Gay , Bisexual and Transgender people; people from faith communities

3.4 Can they be maximised? If so, how?

The entire focus of BIF2 is to maximise benefits to Equalities communities and to geographical communities impacted by poverty:

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?

We have responded to the feedback received from our consultation and amended our proposals as follows:

- a. Extended the application time from 6 to 10 weeks to enable support to smaller, equality-led organisations and community groups to be delivered and accessed
- b. we will allow the first three-quarters of the first year as a development period to enable larger and smaller organisations to develop working relationships and to move from crisis Covid-19 provision
- c. Amended the Impacts to include 'access to trusted, empowering support' to address issues raised about need to provide crisis/trauma support to vulnerable communities and individuals at risk
- d. We have incorporated explicitly the priorities which the sector research led by BSWN, with Voscur and Locality, will publish in late December 2020. These include strong input from equalities communities and VCSE groups working and based in equalities communities.

4.2 What actions have been identified going forward?

- a. Review the application and assessment process from an equalities perspective and mitigate risks of discrimination & disadvantage
- b. We will provide examples of good applications to help smaller, less experienced groups who do good work but don't have experience/confidence writing applications
- c. We will set out a clear set of processes in our BIF 2 Application Pack
- d. We will provide support to equalities-led and smaller groups in deprived areas of the city working in partnership with Voscur, Quartet

and others around collaborative working; how to put together a good application, and one-to-one surgeries

- e. We have also made the first three-quarters of the first year of the BIF 2 programme a development period to put in place collaborations and delivery approaches
- f. Support requested to develop applications, budgeting: we are putting in place a programme of support in partnership with Voscur, Quartet and others. This will be targeted at equalities-led and smaller community groups. We will also provide some learning/exploration events to explore the community building approach to help organisations produce good applications
- g. We will assess the accessibility of our language to be as clear as possible in our application process
- h. Ensuring a diverse application assessment team: we will consciously construct the assessment process to include a demographically diverse assessment panel, with insight and expertise in equalities issues and community development knowledge
- i. Extending the application process to 10 weeks (from 6) – 1st March to 9th May to avoid Easter and school holidays as the final week for applications, improving access to process for Christians and people with childcare responsibilities; Ramadan will take place across the last four weeks of the application period but 10 weeks period for applications should provide time to respond for Muslim communities.

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

1. Record how we've promoted the opportunity
2. Record take up of support offered and feedback on impact and quality
3. Review the application and assessment process from an equalities perspective and mitigate risks of discrimination & disadvantage
4. Explain the assessment and recording methodology in the application pack
5. Review our language in the application pack to be as clear as possible
6. Review applicants and successful applicants to understand the impact of decisions and if it has delivered as intended

Service Director Sign-Off:
Christina Gray

Equalities Officer Sign Off:

<hr/> <i>CAGray</i>	
Date: 15/01/2021	Date: Reviewed by Equality Officer 11/1/2021