

# Equality Impact Assessment [version 2.9]



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

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

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

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

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

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

This proposal is about a new grant fund which will contribute to the goal: **To build city resilience by growing the power of communities experiencing the greatest inequality.**

The community resilience fund will invest £4million capital funding in community and voluntary sector organisations, to support recovery and strengthen and build longer term resilience of both organisations and communities. In alignment with Bristol Impact Fund 2, this grant fund will aim to use capital investment to enable work to connect people to people and people to power. This could mean investing in infrastructure, community buildings or equipment.

Our focus will be on the communities (both geographic and communities of interest) who experience the greatest inequality, and funds will be allocated to neighbourhoods with high levels of deprivation as well as equalities communities who are historically the least likely to receive capital investment.

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

Underpinning the whole approach will be the commitment to equity. We recognise that there are power imbalances in the city; that the lives of working-class communities, Black, Asian and minoritised communities, Younger people, Older people, Lesbian, Gay and Bisexual people; Transgender people; Women; and Disabled people are too often impacted by decisions determined by others. Changing this is, at least in part, about building trust and confidence in the process. The CRF process is about working collaboratively towards this.

#### Principles:

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

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

**Key actions:**

- Ongoing consultation and co-design with VCSE sector partners to develop approach
- Community conversations in local neighbourhoods to identify priorities. Work to be led by local VCSE organisations who will be funded to facilitate the process.
- Deliberative process to refine priorities, conducted by smaller group to include councillors and residents, including people from equalities communities.
- Technical advice including equalities input to inform selection of projects to be taken forward for funding
- Project development period leading to signing of grant agreements between beneficiaries and the council.

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

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

**1.3 Will the proposal have an equality impact?**

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

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

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

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

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

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
2011 census data on equalities groups in Bristol	Census data shows us the Bristol population in terms of inequality and experience of multiple deprivation which means we can consider how we are representative when engaging residents, seeking participation and funding projects.
Equalities Statistics June 2021 briefing note	This data informs us about Bristol's population, and proportions of different equalities groups and people within the areas of multiple deprivation in Bristol. This helps us to identify the proportions of funding we should ringfence for different neighbourhoods as well as citywide equalities communities.

VCSE working group members and equalities working group members	The expertise and insight into issues of inequality, inclusion, and diversity within the VCSE working group and equalities working groups who supported the development of our approach to this funding.
Environmental access standards 2011	This guidance sets out local expectations of good accessible design and national changes in technical, legal and governmental guidance to promote Best Practice in environmental design. These standards are based on the principles of social inclusion, which are essential in achieving the highest levels of safe, easy and complete access for everyone. These will be provided to groups as part of technical guidance and will provide information to those deliberating on proposals about standards for disabled people's access.
Advice and guidance on energy efficiency in community buildings from Centre for Sustainable Energy (2015/16)	CSE provide several guidance documents about energy efficiency in community buildings as well as a self-conducted energy survey pro forma. This could be shared with groups as part of technical guidance to assist applicants and inform those deliberating on proposals about energy improvements. It is likely this would need to be used as a first step and supported by expert advice.
Outputs of Sonnet Project community building energy audits	The Sonnet Project looked to address the issue of poor energy efficiency in community buildings across the city and carried out audits as part of this.

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

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

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

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

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

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

To inform our success criteria around disability we will use data from the 2011 census which tells us about people whose day-to-day activities are limited 'a lot' by a health problem or disability that has lasted more than 12 months as advised within the Equalities Statistics June 2021 briefing note. We note this is not consistent with the social model of disability as set out in BCC policy.

Data for LGBTQ+ people is not available through the 2011 census in the same way that sex or ethnicity data is. This means we are not able to evidence the likely level of involvement in this programme of people with this

protected characteristic. 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%.

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

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

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

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 change 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.

- Consultation with the VCSE sector working group. Several meetings throughout the process of developing our approach to the fund, sharing several iterations of process, funding priorities and budget options. Members and leaders from key voluntary and community organisations across the city. Representatives of VCSE infrastructure organisations Locality, Voscur and Black South West Network. Group also includes individuals with expertise in Black, Asian and minority ethnic people's, and disabled people's equality issues.
- Equalities working group- we hosted specific meetings and follow up consultation with representatives from Black South West Network, Bristol Women's Voice, Learning Partnership West and Bristol Disability Equality Forum to discuss the approach to the £800,000 ringfenced funding for equalities communities which helped shape this aspect of the proposal. We plan to continue working to co-design the process with a wider group of people representing other relevant equalities communities within protected characteristics categories e.g. LGBT+ people; Age
- Colleagues in the community development team- fed into development of the development of our approach, and the activity of mapping of VCSE organisations with whom we are discussing hosting the community conversations (stage 1 of process).

## 2.5 How will engagement with stakeholders continue?

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

We will continue to communicate with VCSE sector partners, residents, and participants throughout their involvement in the programme. We will be seeking to widen participation in budget related decisions in the city through this programme, using it as an action learning process, and applying learning about best practice in widening participation to other programmes which allocate capital funding in the city. We will intentionally design the deliberative processes to include people from equalities communities within decision making.

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

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

We will continue refining the process for expressing an interest in and accessing this fund to reach wider variety of equalities groups and make it more accessible, targeting communities who experience the greatest inequality with funding allocations and engaging communities in those areas by working with embedded local VCSE organisations. We will consider ways to involve communities who have historically struggled to access comparable capital investment and will provide the technical support and revenue funding to allow capital to be successfully invested.

We are working alongside colleagues within the council and in the VCSE sector to design the process for allocating funding.

### 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 (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

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

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

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

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

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

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

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

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

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

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

## 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:

No significant negative impacts identified at this stage

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

This programme has the potential to have a huge positive impact on communities of geography and interest who experience the greatest inequality by investing in community infrastructure, buildings and equipment which allows the VCSE sector and communities to increase their resilience and continue to connect people, build community and tackle inequality.

### 4.2 Action Plan

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

Improvement / action required	Responsible Officer	Timescale
Further consultation with wider equalities working group	Ellie Stevens	December 2021 – April 2022
Ongoing regular meetings with VCSE working group	Ellie Stevens	December 2021 - January 2022
Establishment of oversight group with equalities community representation.	Ellie Stevens	January 2022/ February with ongoing quarterly meetings throughout programme lifespan

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

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

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

We will monitor the inclusivity of the community engagement in all processes across the fund's life including:

- in identification of priorities for funding
- decision-making through deliberative democracy processes

### Step 5: Review

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

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> 
Date: 29/11/2021	Date: 22/12/2021

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