

Equality Impact Assessment [version 2.12]



Title: Bristol Impact Fund 2 Extension	
<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: Public Health and 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 to extend Bristol Impact Fund 2 (BIF2) medium and large grants to community and voluntary sectors organisations for 6 months from 1st October 2025 to 31st March 2026. This extension will give time to work with the new administration on the approach to Bristol Impact Fund 3 (BIF3) and a committee decision in December 2025.

BIF2 currently funds 39 organisations through the Medium/ Large grant programme, delivering 24 projects running from 1st October 2021 to 30th September 2025.

Extending the grant will:

- Avoid a break in funding between the end of BIF 2 and the beginning of a possible BIF3, meaning organisations will have more financial stability and projects can continue.
- Allow Bristol City council officers to work with colleagues, members and partners to develop the approach to BIF3 to develop a programme which builds on the strengths of BIF2 and responds to feedback from the VCSE (voluntary, community sector).

Who will the proposal have the potential to affect?

Service users, the wider community, city partners.

Aim: To ensure VCSE organisations can continue working alongside citizens in the most deprived communities and citywide equalities communities to grow community power.

Outcomes: The outcomes are the same as those for Bristol Impact Fund 2. 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.

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

BIF2 is part of our commitment to responding to the recommendations from the ‘Designing a New Social Reality’ research. The programme responds to the needs of the city’s communities and VCSE sector in the light of the impact of Covid-19 and the cost of living crisis. These events had positive impacts in that they demonstrated citizen action in mutual support and volunteering and strong partnership working between community groups and statutory services. However, they also disproportionately impacted on Black and Minority Ethnic and Disabled people, on poorer communities, older people and young people, in both the short and long terms. BIF2 grants help address the power imbalances which hold back equalities and poorer communities of place and to support the recovery of the VCSE sector.

1.2 Who will the proposal have the potential to affect?

<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.

<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 \(bristol.gov.uk\)](http://bristol.gov.uk)

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 \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](http://bristol.gov.uk); [Joint Strategic Needs Assessment \(JSNA\)](http://bristol.gov.uk); [Ward Statistical Profiles](http://bristol.gov.uk).

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 \(sharepoint.com\)](http://sharepoint.com) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](http://bristol.gov.uk) and [Stress Risk Assessment](http://bristol.gov.uk)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Demographics of BIF1 and BIF2 project participants (Years 1 & 2) BIF1 participant demographics: <ul style="list-style-type: none">• 156,764 engagements in BIF1 projects were recorded over the four years of the project• 87% of project participants were from wards in the 20% most deprived nationally• 49% of participants came from wards with the 10% most deprived LSOAs in Bristol• Of the seven equalities groups identified in the grant prospectus, Black and minoritized ethnic groups, Disabled people and women were	This data shows us how well BIF1 and BIF2 funding was distributed to grow the power of the communities who experience the greatest inequalities. Data about BIF1 participation levels in the most deprived areas shows that funding is reaching the geographic communities it is intended to benefit. We can see that most equalities communities are over-represented in terms of participation in both BIF1 and BIF2 funded projects.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<p>over-represented when compared to the general population of Bristol</p> <p>In BIF2 so far, we know the following about the participants and their demographics:</p> <ul style="list-style-type: none"> • 34% identify as Disabled • 53% identify as global majority, while 47% identify as white • 7% identify as LGBTQIA+ • 4% identify as trans 	
Breakdown/proportion of BIF2 funding to Equalities-led organisations (see appendix A)	Shows representation of communities which experience systemic inequality and deprivation within cohort of BIF2 grantees
Equalities Statistics January 2024 briefing note https://www.bristol.gov.uk/files/documents/7190-equalities-statistics-january-2024/file	When compared with list of funded organisations and demographics of participants this shows us how well our proposed funding allocation represents the Bristol population.
Additional comments:	

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.

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 know that projects funded by previous rounds of BIF funding are working with many of these groups and that the groups we are proposing to fund in this second round of BIF2 small grants are planning to work with these groups. We also know not everyone shares their information by completing equalities monitoring, so data is often incomplete.

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 people-led organisations and organisations with a focus on race equality
- Disabled people-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
- Bristol City Council Officers from Adult Social Care, Public Health, Equalities, Youth and Community Development teams.

We invited people to attend online presentations, where we shared early stage information about the approach we are exploring taking to BIF3. BSL interpretation was offered to enable participation and sessions were delivered in clear English.

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.

This report seeks approval to run a public consultation in September 2024. Through both an online consultation and in-person consultation events, this would provide an opportunity to hear from VCSE sector partners, equalities groups, current BIF grant recipients, VCSE infrastructure organisations, and other funders in the city, among others.

The proposal is to develop the approach to this consultation alongside a small group of members. We will also continue to engage with VCSE partners, council colleagues and the BIF2 steering group as BIF3 is developed.

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)	
<p>This is an extension of existing funding. With the extension, 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.</p> <p>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.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>For the purposes of BIF 'young people' are 16-25.</p> <p>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.</p> <p>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.</p>
Mitigations:	<p>We are working with evaluation consultants to build the capacity of BIF-funded organisations to strengthen their equalities monitoring, through training and ongoing support.</p> <p>In developing a potential BIF 3, we will consider ringfencing funding for 'young people' to ensure support for youth-led initiatives</p>
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:	
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 people, 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:	
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:	
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. 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 people to ensure greater support for this equalities group. We will work with Voscur's LGBTQ+ partnership to ensure the opportunity to apply is shared with this qualities 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.
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:	
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:	

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 2 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

By extending the programme of medium and large grants by 6 months we enable organisations to continue to deliver projects which are invaluable to individuals, communities and the VCSE sector, in communities who experience the greatest inequality. Without this extension, we would risk a gap in funding which would have adverse effects on organisations and the communities they are of.

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.

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

BIF2 funding positively impacts on equalities communities, especially those living in the 20% most deprived areas of the city and citywide equalities. We take positive action to fund organisations led by the communities they work with and represent. The groups who will continue to receive funding for an additional 6 months as a result of this proposal include both equalities groups leading proposals and as participants in proposals; delivers neighbourhood work led by local organisations embedded in the city's most deprived communities and embeds our ways of working in practices of co-design and shared reflection in the design of the evaluation, monitoring and learning which will assess the impact of the programme as a whole.

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
We will 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.	Charlotte MacDiarmid/ Katie Britten/Ellie Stevens	Work started with MEL consultant in late 2021 and continues throughout the 4-year grant programme until 2025.
To discuss as a Communities service and with other Bristol City Council grant makers, how we can continue working with Non-Christian Faith organisations in the city to increase their chances of being successfully awarded funding in the future.	Ellie Stevens	Ongoing from October 2023
To establish a consistent definition of what we as the Council and as grant makers mean by equalities organisations 'of' their community.	Ellie Stevens/ Penny Germon	Ongoing from October 2023

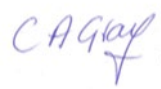
4.3 How will the impact of your proposal and actions be measured?

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 will work with an external Monitoring Evaluation and Learning (MEL) expert who will support funded groups to accurately monitor their impacts. The monitoring processes has 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 submit interim and final reports which collate and analyse the data collected by groups.

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.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 17/5/2024	Date: 21.5.24

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.