

FULL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Grants to external groups and organisations review	
Lead Officer Name & Job Title (s):	Fiona Meechan, Director for Customers and Communities Alison Wilkins, Locality Manager	
Department/Service Area:	Place Directorate Communities Team	
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Date Assessment:	Commenced: June 2013	Completed: October 2013

We carry out Equality Impact Assessments (EIA) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. OVERVIEW

The main aims/objectives of this policy¹ are:
As part of the on-going financial cuts the Council must undertake, this policy decision proposes changes to the current community grants scheme which is due to end March 2014.
The principle is that the Council moves to a more focused means of allocating limited resources through targeted service provision. It is proposed that in future they Council will invest in the following targeted services:
<ul style="list-style-type: none"> • Domestic Abuse – a key issue for the Borough. The proposal set out continued targeted support of the service provision through allocation of £6,000 contribution to Lancashire County Council to contribute to the commissioning of domestic abuse support and prevention services in Rossendale. This will facilitate the generation of c£210,000 of domestic abuse support and prevention services in Rossendale. • Financial inclusion – a key cross cutting issue for the Borough. The proposal sets out continued targeted support through the provision of a £60,000 grant funding process for services to facilitate financial inclusion in which will be reviewed annually as part of the Council's annual budget setting process to reflect the serious financial pressures the Council is experiencing.

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

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Organisations in receipt of grants funding for services other than financial inclusion and domestic abuse will be directed towards alternative funding and/or partnership opportunities. This is detailed in Cabinet cover report 23rd October 2013.

This EIA considers the impact on protected equality groups should the proposal detailed above be approved/adopted. It is based on the information available to us following the agreed consultation period.

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

The main intended people or groups that will be most affected by this policy are:

The main groups affected by this are the current grant recipient organisations and the people that use their services. 11 grant recipient organisations were directly consulted:

- The Magdalene Project
- Bacup Consortium Trust
- Horse & Bamboo Theatre
- The White Horse Project
- Citizens Advice Bureau (CAB)
- The STAR Centre
- Bacup Family Centre
- Incredible Edible Rossendale
- Credit Unions (x3)
- Rossendale Raptors Basketball Club
- Crawshawbooth Community Association

It should be noted that the following community organisations received grant funding for year 1 of a three year grants programme only, therefore were not directly consulted as 'current grant recipients'.

- St. Peters Church Laneside
- Peer Support
- Groundwork Pennine Lancashire.

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2. FINDINGS / EVIDENCE

FINDINGS/EVIDENCE: The following information/data has been considered in developing this policy/decision (including any consultation or engagement):	
Information/data obtained and/or Consultation/engagement carried out (please state who with)	What does this tell us? / What does it say?
Rossendale Borough Council's Medium Term Financial Strategy	A forecast 51% real reduction in funding from central government over the four years to 2014/15. The Council must continue to make further cuts to meet the financial challenges it faces and cut a further £1.5m from the revenue budget by 2015/16.
Previous Grants consultation activity – summary	<p>In March 2011, Rossendale Borough Council announced that a Council grants pot of £115,650 per annum would be allocated with a commitment of three years funding which ceases in 2013/14. All grant recipients have been informed of this and have been asked what the impact may be on them if they did not secure funding from Rossendale Borough Council beyond 2013/14.</p> <p>Details of grants awarded for the period 2011/12 - 2013/14 are attached at Appendix 2. A total of 53 organisations submitted applications for grant funding in April 2011, 12 of which were awarded grant funding. Those organisations that received grant funding were subject to a 33% reduction in the amount requested via the grant bid application process. All accepted this allocated of grant funding.</p> <p>All grant recipients have been aware that this was a three year funding programme ending in March 2013/14. As part of an on-going dialogue with grant recipients since mid 2012, all groups have been informed of the need for Rossendale Council to cut its budget by c£1.5m, in accordance with its Medium Term Financial Strategy.</p> <p>As a consequence of a targeted approach, the majority of the current recipients may not meet the new criteria.</p> <p>Various consultation meetings have been held to understand the impact and to ensure the organisations are putting their own plans in place to sustain against the possibility of a further programme of grant funding not being available after this time.</p>

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<p>Resident Survey 2013 - Making End Meet – Financial Cuts 2013 (Grants review section) August 2013. (closed 4th Sept)</p> <p>This was send out directly to</p> <ul style="list-style-type: none"> • Rossendale’s Citizen Panel (754) • Community network via REAL Community Database • Open to all on website <p>For report see: Cabinet Meeting 18th September 2013 Item C4: http://www.rossendale.gov.uk/meetings/meeting/789/cabinet</p>	<p>In total 403 responses were received to this combined consultation. 50% of respondents were very or quite satisfied with the overall package of measure proposed in this consultation. 26% were quite or very dissatisfied and 23% held a more neutral ‘neither satisfied nor dissatisfied view.</p> <p>It should be noted that not all respondents answered all questions throughout the questionnaire.</p> <p>372 responses specifically in relation to the grants review questions.</p> <p>46% of people either strongly agreed or agreed with the grants review proposals. 31% disagreed or strongly disagreed. However, when asked about what the impact people felt the proposed changes would have on them or their family, a majority (61%) said that it would have no impact at all. 34% of respondent did identify some degree of impact. 19% of this accounts for a perceived significant or moderate impact on them or their family.</p> <p>A number of open ended questions were asked, responses have been categorised in the key themes / issues:</p> <p>When asked: <i>‘If you feel this change would have an impact on you or your family, please tell us why below.’</i> People said:</p> <ol style="list-style-type: none"> 1. Keep the grants, vulnerable people need the support – 26% (higher for women) 2. Some should stay, others should go – 14% 3. Grants are necessary – 10% (higher for women) 4. There will be a knock on effect for other organisations – 8% (higher for women) 5. Review how much support can be given in greater detail – 6% 6. Cut backs will affect every family – 6% <p>When asked: <i>‘Can you suggest ways in which the Council could minimise the impact of this change?’</i> People said:</p> <ol style="list-style-type: none"> 1. Do not cut funding – 27% 2. Keep some and cut the others – 18% (higher for women) 3. I agree with this proposal – 8% 4. Treat all groups the same – 7% 5. Ensure support is available elsewhere before cutting the
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	<p>grants – 5%</p> <p>Within the consultation, the listed type of community organisations that have been previous funding via RBC community grants were identified for illustration purpose, they were not groups that the Council proposes to fund as part of the changes to grants.</p>
<p>Grants Review – consultation with current grant recipients. August – Sept 2013.</p> <p>All current grant recipients (11 organisations) were contacted by letter and asked to complete the consultation questionnaire in relation to the review of grants and an equality impact assessment. All groups were offered the opportunity for a face to face meeting and assistance with completing the equality impact assessment. Those that had not responded by close of play 4th September were contacted again.</p> <p>Where face to face meetings were undertaken, some organisations also submitted a completed consultation questionnaire and EIA. Where this was not the case, note from the consultation meeting were utilised to understand views and impacts on that organisation.</p>	<p>Headline response data:</p> <p>0 strongly agree 3 tend to agree 2 neither a or disagree 0 tend to disagree 6 strongly disagree</p> <p>9 significant impact 1 moderate impact 1 small impact 0 no impact at all 0 don't know</p> <p>Overview on impact</p> <p>Although many community organisations articulated their understanding of the financial challenges and the need to focus on key areas with limited resources, it was still recognised that any change in funding level from the Council will have an impact on the services they provide to some degree/extent.</p> <p>All organisations acknowledged the proposed areas of focus for Council funding were important and worthwhile/needed. Nonetheless felt it should not be at the detriment of funding to support their organisations.</p> <p>Many organisations felt it was the message sent by withdrawal of RBC funding/investment/support that would also have a knock-on impact of other funding providers.</p> <p>It is recognised that there is a potential cumulative funding impact from reductions from RBC and other sources, which could impact on the services provided by current grant recipient organisations. However the Council also acknowledges that is unable to completely remove the impact of its proposed changes.</p> <p>Citizens Advice Bureau (CAB) 23.08.13 Services open to all, works with people of all backgrounds and protected characteristics. Provides a range of advice services including debt advice, welfare, housing, employment, relationships, tax, law and rights, health care and consumer issues.</p>

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	<p>Consultation meeting discussed the need for review of current grants approach and the proposal being consulted on based on the need for the Council to move to a more targeted allocation of limited resources for specific services.</p> <p>Although proposals include support for debt advice services CAB strongly disagree with proposals. This is based on CAB's perspective that grant funding to support debt advice services may be reduced.</p> <p>CAB feel that the proposals will significantly impact on their organisation as any reduction in funding will impact on the service the organisation can provide. It is felt that the Borough Council provides core funding to support continued provision of CAB cross cutting services. CAB feel that any change in funding to them would have a negative impact on its ability to continue to provide the same level and access to services for customers. It would have to relook at what services it provides and how. In particular CAB felt this would impact on homelessness and mental health and wellbeing of people locally as well as an impact on the local economy.</p> <p><u>Feedback from CAB identify that cuts in funding for CAB would be likely to have the following impacts:-</u></p> <ul style="list-style-type: none"> - Loss of volunteer opportunities. - Decreased household incomes meaning less money being spent in local businesses – CAB assert that they helped 2,629 Rossendale residents become over £2 million better off in 2012-13. - Worsening mental health – over 90% of CAB customers report improved mental health as a result of our support. CAB feel a reduction in grant funding could result in more mental health problems as money problems are a major driver of poor mental health. - Reduced local skills base – CAB helped 8 people into paid work in 2012-13. CAB feels that their capacity to develop people reduces with any potential grant funding cuts. - Possibly more homelessness – 12% of CAB customers are at risk of homelessness due to housing costs arrears. i.e. 315 households were supported to reduce the risk of homelessness through debt advice in 2012-13. The cost of dealing with a homeless family has been estimated at £34,500 to £83,000 by HMG. CAB feels that any reduction in grant funding impacts on their capacity to help people in housing costs arrears. - More relationship breakdown – CAB believe the strain caused by worsening mental health, increased debt and a lack of support with welfare reform could possibly cause more pressure on relationships. - Reduced educational attainment – CAB feel there is a link with homelessness and poverty. - Via a partnership bid with the Council and other partners,
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	<p>the Financial Inclusion Group, has secured Cabinet Office/ Big Lottery funding to appoint a coordinator post to focus on creating more partnership working. CAB feels that this could generate more referrals for them. However, it is acknowledged that the Financial Inclusion Group has been consulted as part of the grant review process.</p> <p><u>Feedback from CAB on ways the Council could help minimise the impact of the proposed changes:-</u></p> <p>CAB would like the Council to look at the costs (both human and financial) of reducing grant funding for CAB as against other savings options. CAB feels that the Council should consider the £1 for £1 impact of investment in CAB and other charities.</p> <p>CAB considers the benefits of investment by the Council through grant funding to CAB include:</p> <ul style="list-style-type: none"> - Rossendale households over £2 million per year better off - Over 90% of CAB customers report improved mental health as a result of our support. - Leverage on the Council's investment is over £4 cash for services and £4 in-kind support from volunteers. CAB state that for every £1 the Council puts in Rossendale gets £8 worth of service. CAB feels they offer a good value for money service. <p><u>Specific impact on protected equality groups as a result of proposed changes (based on CAB view of possible reduction in grant funding for debt advice services):</u></p> <p>CAB feels that there will be a potential impact on all protected equality groups apart from belief and religion. However this may not be as a direct result of their protected equality characteristic.</p> <p>It should also be noted that some links are not based on data but a more general knowledge that services are open to all and that people with certain protected characteristics are likely to need to access these services.</p> <p><u>Opportunities for other funding / income discussed:</u> Rossendale CCG and public health agenda. RBC can facilitate this meeting. Upcoming Health Summit in the Borough also.</p> <p>Secured partnership transition funding to be managed by CAB to support coordinator role to increase partnership working and ensure it is efficient, across financial inclusion support services.</p> <p>CAB felt it is important that a change in the culture of grants to commissioning was instilled. However, it was acknowledged that a transition to a commissioning model has associated</p>
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	<p>costs.</p> <p>The Council has offered accommodation assistance to CAB as a means of significantly reducing their running costs. Currently this has not been taken up, but the Council continues to have a dialogue with CAB on this.</p> <p>Taking into account consultation feedback, the Council's proposal is to allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p><u>Credit Unions (CUs) 02.09.13 (x3 – only 2 present at meeting Mid Rossendale CU and First Choice CU, Bacup CU were not available to attend)</u> Credit Unions are membership based and voluntary run, not for profit, savings and loans co-operatives. Open to all people within their defined 'common bond' area of operation. Providing responsible saving and lending options to assist financial inclusion.</p> <p>The credit unions feel they would agree with the proposals to continue to support credit unions within the borough. Although it was felt that any reduction in grant funding to them would have a significant impact on their ability to continue to provide the services they currently do.</p> <p><u>Feedback on the key issues on impact:</u> The CUs have introduced a new support service for welfare reform –enabling universal credit via the credit unions to support budget management. CUs feel that the extent of their ability to continue with such services would be affected if it saw any reduction in its grant funding. The CU crisis loans service supports those most vulnerable customers in a temporary way. CUs feel this could be affected if grant funding was no longer available.</p> <p>The CUs articulated that although they operate with many volunteers, income is vital for them to fund some minimal staff to run as a business.</p> <p>CUs main issue was that almost no interest is generated on money in the banks – lending is the only real opportunity to increase CU income.</p> <p>While CUs cannot give debt advice, they can offer budget management and signposting/referral advice. Informal referral arrangement between CAB and CUs.</p>
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	<p>CUs are also able to offer business loans, including to some associations and Churches. But take up is low. They feel that the problem with business start-up loans is that unfortunately there is not local business support follow up services to support the business in its early years while it is establishing and they often fail as a result.</p> <p>Although CU membership is steadily growing, they feel there is still more to be done to significantly increase CU membership/use.</p> <p><u>Ways the Council could help to minimise the impact of the proposed changes:</u> Support with initiatives to support earlier education about money management and budgeting to change the current money culture. Some work is already going on in this area via Rossendale's Financial Inclusion Group.</p> <p>CUs asked RBC to ensure they themselves are promoting and marketing CU membership amongst its staff, including the ability to make savings to and repay CU loans via payroll deductions. This has already, and will continue to be promoted internally.</p> <p>CUs asked for assistance to gain a pathway into schools to promote awareness of CUs and increase membership. RBC has been able to facilitate discussions with Children/Family centres and the High School representation on the Children and Young Peoples Trust for CU drop in sessions to help with increasing awareness and membership.</p> <p>CUs were part of a partnership bid that secured transition funding money to support transition in relation to welfare reform changes. This will support outreach places and a terminal at CUs for e-government access.</p> <p>CUs continue to look at other financial support services they can provide for its customers but CU feels that a reduction in grant funding available to them from RBC will impact on the sustainability of the service.</p> <p><u>Specific impact on protected equality groups as a result of proposed changes:</u> Children and young people – junior members (under 16) Women – the majority of the CU customers are women. Equality of opportunity for CU volunteers will be lost.</p> <p>No further equality information could be provided.</p> <p>Taking into account consultation feedback, the Council's proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with</p>
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	<p>no reduction to current levels, through which the CUs could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p><u>The Magdalene Project 22.08.13</u> Provides counselling and support and works creatively with young people, children and adults who are survivors of sexual abuse / trauma irrespective of their ability to pay. Covers issues such as sexual harassment, suicide, bullying, neglect, alcohol addiction, broken relationships, play therapy, abandonment, sexual orientation, bereavement. Covers East Lancashire Area.</p> <p>Clients facts: Saw over 200 people in 2012. There was 2271 hours of counselling in 2012. All clients; men, women, girls and boys have been steadily increasing since 2010.</p> <p>50% of clients seen in 2011 and 2012 were from Rossendale.</p> <p>Although the Magdalene Project feels that the proposed change will have a significant impact to impact on their organisation and the clients they support, they also recognise the Council's need to work within a shrinking budget, therefore did feel that would agree with the proposed changes to grants.</p> <p>55% of Magdalene Project referrals come from statutory service agencies such as GPs/NHS etc. However, it was articulated that no associated budget to deliver the support services needed is attached to those referrals.</p> <p>The service they provide is not session / time limited, it is for as long as the individual needs it.</p> <p>The Magdalene Project has been invited to present a report to Rossendale's Clinical Commissioning Group (CCG) on the medical professional referrals.</p> <p>The Magdalene Project has seen an increase in the number of clients with suicide issues.</p> <p>The Magdalene Project feel that the services they provide have a clear link with domestic abuse – sexual abuse can be part of domestic abuse, but also behaviour issues that result in someone perpetrating domestic abuse – e.g. aggression, substance misuse etc. But feel they are not seen to be providing support services for domestic abuse survivors/perpetrators.</p> <p><u>Feedback on key impacts the changes would have:</u> The Magdalene Project has over 200 referrals per year. RBC</p>
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	<p>grant funding accounts for 5% of their income. Therefore 5% reduction in their budget based on proposals. If the Council's grant funding was no longer available to them, they feel this in simple terms would mean they would be able to support 10 (new) people less per year, all other things remaining consistent.</p> <p>The Magdalene Project feels that in reality, the removal of the grant funding would not affect any of the organisation's existing clients. But would have an impact on any potential new clients. They stated they would have to start introducing an 'assessment criteria' to prioritise need and those they can help.</p> <p>From the Magdalene Project's experience with clients, financial issues appear to be more prevalent as a consequence of welfare reforms that they feel didn't exist a few years ago. Their clients present multiple issues that need support as well as the abuse/trauma.</p> <p>The Magdalene Project feels they are the only local provider of support services for children / young people who have experiences sexual abuse/trauma.</p> <p>The organisation does not have any other new funding coming in to sustain its services if RBC grant funding was no longer available.</p> <p><u>Ways the Council can help to minimise the impacts of the change:</u></p> <p>They don't currently feel 'on the radar'. How do we get 'recognised' as contributing to domestic abuse as part of our work? This is often part of a complex set of issues a client comes to us with – but the symptoms are often something else, e.g. alcohol abuse or aggression.</p> <p>They would like to get an opportunity to be part of a direct referral commissioning service –so that the finances behind the need is there to provide the support service to individuals who go to them for help.</p> <p>Can the Council help to enable an 'holistic partnership' for services – with an organisation that does receive funding.</p> <p>RBC has been able to facilitate some connections for possible partnership working and potential alternative funding opportunities.</p> <p>A longer term opportunity may exist with the link into the Lancashire County Council Domestic Abuse Commissioning.</p> <p><u>Specific impact on protected equality groups as a result of</u></p>
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	<p><u>proposed changes:</u> The Magdalene Project feels that as their service is open to all; this could affect anyone who needs their services. No equality data is collected, but based on knowledge: clients of all ages, in particular children/young people; low numbers of BME clients, men and women – slightly more women; low numbers of clients needing support in relation to sexual orientation related issues.</p> <p><u>Bacup Consortium Trust (BCT) 27.08.13</u> Provides support services for positive mental health and well being.</p> <p>BCT would prefer to see a reduction in spending elsewhere e.g. grass cutting, parks, mayor etc. rather than reductions to those that provide support services for mental health and well being.</p> <p>Although there will be an impact on BCT as a result of the proposed changes, BCT understand this difficult financial challenges and would agree with the proposals if the Financial Inclusion Group is involved in the assessment of need for a targeted and focused service provision delivery.</p> <p><u>The impact on the proposed changes for BCT:</u> BCT feel that the biggest impacts would be:</p> <ul style="list-style-type: none"> • BCT's ability to continue funding the business development manager post which works on the longer term sustainability of the Trust, in turn impacts on clients and financial stability, bid writing success etc. • Critical loss of match funding if RBC grant funding is no longer available. • A very significant impact on volunteering opportunities with BCT and beyond. Volunteering transforms lives and provides education and skills opportunities. Some of our volunteers have gone on to join the BCT Board. There is a pipeline project for a volunteer project aimed at people with mental health issues. • BCT are already planning their business sustainability as a result of reduced funding. Possibilities for diversifying (such as paid care and niche wood products) are being considered as well as continued efforts to bring in other funding sources. • If RBC grant funding was no longer available, BCT would have to reduce spend elsewhere. Mental health work of BCT remains the focus. There is a strong public health overlap in the services provided by BCT. BCT feel this should be picked up for a greater involvement by the
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	<p>relevant public health and related agencies.</p> <ul style="list-style-type: none"> BCT confirmed that Heads Up mental health project has received significant referrals from statutory agencies, but with no supporting budget to provide the services needed by those individuals. Big Lottery funding for this project ends in 2014. <p>Some figures for 2013/14:</p> <ul style="list-style-type: none"> Volunteers: 35 Clients: 60 Volunteering opportunities: 1350 People completing training courses successfully: 102 On-going mentoring: 12 Employment : 4 posts Majority of BCT's clients are male. <ul style="list-style-type: none"> Outreach financial advice and welfare rights services delivered across Rossendale through the Head Up service level agreement with CAB: 250. <ul style="list-style-type: none"> Ratio of RBC grant to earned income is 51.7% Overall ratio of RBC grant to anticipated income for 2013/14 is 4.6% <p>BCT runs robust equality /diversity/inclusion awareness training for its volunteers, which they feel reaches groups that would not usually be reached e.g. unemployed / disengaged.</p> <p>BCT feel there is a positive economic impact if support for financial inclusion is continued.</p> <p><u>Ways the Council could help to minimise the impact of the proposed changes:</u></p> <p>BCT feel that partnership working is key to a sustainable approach for the VCFS sector and that they see the Council's role to be to act as an advocate for the sector, in addition to signposting.</p> <p>BCT would ask the Council to broker an increased partnership working with Calico / Together Housing and BCT/or wider VCFS on community spend.</p> <p>BCT feel that the Council should try to ensure other relevant statutory agencies in Rossendale are contributing some sort of budget appropriate to support the financial inclusion agenda e.g. public health. And feel RBC should act as a broker with statutory agencies on this.</p> <p>BCT have proposed that in order to support the sustainability of Rossendale's VCFS more work to be done around developing some groups as social enterprises – or adopting an</p>
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	<p>'enterprising approach' including recognition of good financial governance, as a collection of organisations, perhaps a 'enterprise network'.</p> <p>BCT said they felt we should not lose the added value of Neighbourhood Forums and action achieved.</p> <p>BCT gave positive feedback that the recent ward and borough profile data produced by the Council has been useful in assisting VCFS groups develop funding bids.</p> <p><u>Specific impact on protected equality groups as a result of proposed changes:</u> Men, disability (mental health).</p> <p>RBC can assist /facilitate greater link with Rossendale Clinical Commissioning Group (CCG) and Public Health Lancashire.</p> <p><u>Horse & Bamboo Theatre (H&B) 28.08.13</u> Brings professional theatre to Rossendale Families. Provides a programme of family centred fun activities with the aim of encouraging families to participate in a range of arts experiences. Also provides volunteering opportunities.</p> <p><u>Feedback from Horse and Bamboo Theatre:</u> <u>Impact</u> RBC funding is seen as 'catalyst' funding.</p> <p>H&B feels that the underpinning issue from them is the message of RBC's grant funding gives to other big funders – it is likely to impact on their contribution / confidence in future investment in the Horse and Bamboo.</p> <p>H&B said that they understand the financial issues facing RBC, but it feels that grant funding in the arts locally would be a loss to those that are participating in their services and the financial health of the local economy.</p> <p>H&B feels that signposting will only reduce the impact so far.</p> <p>H&B feels that they provide a space for families to play and share creative time together and feel strongly that time is important for stronger families in the valley, and therefore results in a stronger community.</p> <p>H&B feels that if RBC grant funding is no longer available this will have a direct impact on their ability to secure match funding and as a result will impact on the level of provision that can be offered to children and families in the Borough.</p> <p>H&B are in the process of fund-raising for a capital project,</p>
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	<p>which will increase the use of The Boo as a community resource and give an increased box office potential. H&B feels that without some form of RBC grant funding they will struggle to keep the building active and will be unable to maximise access to the building for the community.</p> <p>H&B's 'Different Moons' project works with the BME communities and is intergenerational. Focuses on understanding different heritage and cultures and building bridges between Asian communities in Haslingden/Rawtenstall and with wider community as part of the project exhibition.</p> <p>Other projects include, veterans in community animation and 'keeping our girls safe' animation project working with identified vulnerable girls.</p> <p>If RBC grant funding was no longer available H&B feels they would have to reduce the number of family programmes and shows – which means a reduction in the audiences they will be able to reach to participate in the arts and play. Further they feel it would also have an impact on the quality of the productions and the 'experience'.</p> <p><u>Ways the Council can help to minimise the impact of proposed changes:</u></p> <ul style="list-style-type: none"> • H&B feels that financial support from the Council through grant funding is vital so that they can show this to other funders, even if grant funding available is reduced. • H&B are keen to ensure they continue to have links with the Council. • H&B are keen to explore opportunities for the Council and other agencies to use The Boo space to deliver services from. RBC has been able to facilitate a discussion between H&B and the White Horse Project about co-use of space. • H&B Theatre has been working on their business plan, planning for changes to funding to try to ensure sustainability going forward, including increasing work with schools, libraries pursuing creative people and places funding and awards for all. <p><u>Specific impact on protected equality groups as a result of proposed changes:</u></p> <p>H&B identified the following groups as potentially impacted on: Children and families; young people; BME; pregnancy and maternity (sensory play sessions run for parents and babies/toddlers); disability (work with Tor View School special needs school for plays/productions).</p> <p>H&B feels there would be an impact on equality of opportunity as key volunteer opportunities would be lost as a result of loss</p>
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	<p>of funding (approx. 20).</p> <p>H&B feels changes would impact on fostering good relations (different moons project and other intergenerational activities).</p> <p>H&B feel proposed changes would impact on the rights of a child to engage in play and recreational activities. However, it is recognised that there are other opportunities and forums through which children can engage in play related activity.</p> <p>While there may be an impact it is acknowledged that there are other forms of play and recreational activity service provision for Children and Young People in the Borough. The Council recognises it cannot mitigate against all impacts completely.</p> <p><u>The White Horse Project (WHP) 03.09.13</u> Works with young people of high school age (11-18). Provides a safe place for young people and gives opportunities to learn new skills and address their problems through mentoring counselling and participation in positive activities.</p> <p>Although the WHP recognise the Council is in a difficult situation and would under other circumstances agree with the two key areas of focus in the proposals, due to the perceived impact on them as a result, they strongly disagree with the grants review proposals and feel that it would have a significant impact on their organisation and those that use its services. There is also the potential of Neighbourhood Forum Grants being reduced.</p> <p>Currently see approx. 120—130 young people annually with a 'core' of 60-70 regular young people.</p> <p><u>Key impact issues are:</u> Funding core costs, e.g. lease premises particularly difficult. If RBC grants funding were no longer available WHP feels it would not be able to continue payment on its current premises lease, which would significantly reduce their ability to deliver projects and positive activities for young people.</p> <p>The WHP feel that the availability of premises has enabled them to attract funding for projects held at The Boilerhouse.</p> <p>The WHP feels it is important to ensure the relationships built with young people and a 'safe' place is sustained.</p> <p>The HWP feels that there is a gap in provision for 11-12 year old, which they cover within their age range (11-18).</p> <p>The WHP feel that they help deal with a lack of hope and</p>
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	<p>sense of purpose amongst young people, in particular with some 'hard to reach' young people.</p> <p>The WHP feels the key impact from them is the long term impact on the WHP's ability to continue due to a possible lack of premises. However it is acknowledged that some limited activities and space could be re-accommodated at St Anne's Church, but the WHP have advised that from knowledge of the young people, that some young people would no longer attend. RBC will facilitate a discussion between the Horse & Bamboo and the White Horse Project about co-use of space.</p> <p>Although there is no Lancashire Young Peoples Service within the immediate area covered by the WHP, it is recognised there is YPS facilities in both Bacup and Rawtenstall which are nearby.</p> <p>The WHP also feel opportunities for volunteering could be reduced as a result of the proposed changes.</p> <p>The WHP assert that they also deal with supporting young people's spiritual well-being and have young people who are of Christian, Moslem and Buddhist faith, and those of no faith. The WHP reference the recent tragic suicide at Fearn's School which saw a great demand for this support from grieving students, for which the WHP can provide pastoral care. However, it is recognised that school can access pastoral care via other means too.</p> <p>The WHP feels strongly that fostering hope and aspiration in all young people is just as significant a cross cutting issue as domestic abuse and financial inclusion.</p> <p><u>Would like to see the Council help to minimise the impact of the proposed changes by:</u></p> <ul style="list-style-type: none"> - Help to source alternative funding - Help to negotiate with current landlords or help to find alternative accommodation - Help in developing partnerships with other providers, e.g. Lancashire YPS. - WHP would like to see with the items earmarked to received further funding, set aside part of the allocated budget to work with young people e.g. engage with young people and supporting them in accessing credit unions. It should be noted that work through the Financial Inclusion Group work with CUs and schools is being undertaken. <p>The WHP confirm that that continue to try to draw in other funding streams. It has a funding strategy in place and are looking at how to diversity, but not at the detriment of what it already does. WHP is always keen to work in partnership on projects/bids etc.</p>
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	<p>WHP are exploring other funding from Child in Need, Lloyds Bank and Comic Relief, but this is project based delivery. RBC has also been able to sign post WHP to some possible funding opportunities to explore.</p> <p>WHP feels strongly that it would struggle to fund raise to cover the core lease costs required.</p> <p><u>Specific impact on the following protected equality groups identified due to proposed changes:</u> children and young people, white British, belief and religion, male and female.</p> <p>In addition WHP feels that contributing to equality of opportunity underpins all of their work in reaching local young people to help them reach their potential and address factors that hold them back – from a local base.</p> <p>In terms of ‘contributing to fostering good relations between different groups’ the WHP feels its work supports young people to play their full part in the life of their community. WHP regularly support them in taking part in regular intergenerational activities e.g. community clean ups, family theatre week.</p> <p>The WHP strongly feels it supports young people’s human rights by working to raise self esteem in young people which is inter linked to many human rights and fulfilment. However it is recognised that other provision for supporting young people and self esteem can be accessed via other means – e.g. schools, YPS centres etc.</p> <p>The Council recognises it cannot mitigate against all impacts completely.</p> <p><u>Bacup Family Centre (BFC)20.08.13</u> <u>Working with families to provide preventative ‘whole family support’ to overcome a range of difficulties, especially with those that fall through the gaps between statutory services.</u></p> <p>Bacup Family centre have articulated that they neither agree nor disagree and that they feel the proposed changes in grant funding would have a small impact on them as an organisation and the people who use their services.</p> <p>However Bacup Family Centre does feel that less money being invested in community groups will see a reduction in service, all seem to be worthy causes. BFC feels that financial support from RBC has proved more than supplying grant funds, but has acted as a link between Council and community, particularly with the voluntary sector that they</p>
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	<p>value.</p> <p>BFC did not provide information in relation to why or how the proposed changes would impact or complete the equality impact assessment, from their perspective.</p> <p>The Council recognises it cannot mitigate against all impacts completely.</p> <p><u>Incredible Edible Rossendale (IER) 20.08.13</u> Community planting and promotion / education of healthy eating. Open to all. It is not targeted at any one specific protected equality group, although its users may cover / come under many of them.</p> <p>Although IER identifies a potential negative impact on all protected equality groups, no reason or justification detail is provided, nor is any specific equality data available for users of IER to confirm or disconfirm this. No evidence that this potential impact is as a direct result of their / customers protected characteristic. Therefore there is no evidence to suggest that there will be a disproportionate impact on any particular protected equality group.</p> <p>IER state that they operate solely on grant funding and donations.</p> <p>IER feels that without RBC grant funding over the last 3 years they may have stopped operating.</p> <p>IER assert that grant funding given to them is a cost effective alternative to the Council – whereby they would have to maintain sites which are looked after by IER.</p> <p>It is recognised that there a number of groups of ‘Friends of ...’ Various parks and cemeteries across the Borough which are already in existence and therefore proposed that any groups wishing to deliver community planting or other environmental projects be signposted to contact existing groups with a view to either joining with them or learning from them to develop further.</p> <p>The Council recognises it cannot mitigate against all impacts completely.</p> <p><u>Rossendale Raptors - Basketball Club 19.08.13</u> Rossendale’s only basketball club. Its aims are to increase participation in basketball/sport. The club tries to use sport as a means of encouraging wider community engagement and participation. Also tries to engage minority groups in Haslingden whilst keeping costs low to ensure accessibility.</p>
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	<p>Raptors feel that the proposed changes will a major impact on the basketball club, and they believe the lives of families in the Haslingden Area and across Rossendale.</p> <p>Raptors assert that the Council's 3 year grant has enabled the club to have engaged with hundreds, perhaps thousands of families across Rossendale. Hundreds of families have attended Rossendale Raptors games in Haslingden over the past 12-18 months as a family activity on a Saturday afternoon/ evening.</p> <p>Raptors feel that without grant funding from the Council their ability to both run junior participation sessions at Haslingden, Rawtenstall, and Bacup will have to be rationalised and reduced. Their mens semi-professional team, which received large family spectator audiences, will also be impacted on.</p> <p>Raptors feels that the only way to minimise the impact of this change would be to either to continue to grant fund the club in a similar manner to the last three years, or alternatively, would ask the Council help the club to negotiate reduced costs at the facilities they use.</p> <p><u>Specific impact on the following protected equality groups identified as a result of the proposed changes by the Raptors:</u> children and young people (and families); BME juniors and seniors (Asian/Asian British/Black /Black British) White British majority); men and women (juniors and seniors). However it should be noted that at this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups. No evidence that this potential impact is as a direct result of their / customers protected characteristic.</p> <p>In addition, Raptors feel that in terms of 'contributing to fostering good relations between different groups' the Club work hard to engage all parts of the community, particularly in Haslingden. The feel that game days in particular bring the community together supporting a mutual cause like no other event in Haslingden or across Rossendale.</p> <p>It is recognised that while there is no other basketball club within the borough, but that there is provision of other leisure and sporting activities for adult, children and young people. The Council recognises it cannot mitigate against all impacts completely.</p> <p>Did not identify what plans they had in place to bring in other funding sources.</p> <p><u>Crawshawbooth Community Association (CCA) 09.09.13</u></p>
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	<p>An umbrella organisation for a variety of groups using its building. Also runs community projects itself to improve the life and environment of the local neighbourhood. A part time volunteer co-ordinator was employed from RBC funding.</p> <p><u>Feedback on key impacts the proposed changes would have:</u> CCA: run a youth club which has been funded from RBC grant which they feel has contributed to addressing anti social behaviour by young people in the very local area. However, there is no statistical evidence to support this claim.</p> <p>CCA feels strongly that without RBC grant funding, their local community will be impacted on.</p> <p>CCA also state that RBC grant funding has enabled them to increase volunteers within the centre also.</p> <p>CCA feels that the proposed changes would have an impact on the following groups: older people, younger people and children, and disability. However, no evidence to support this claim or further details was provided to confirm or disconfirm this. No evidence that this potential impact is as a direct result of their / customers protected characteristic. Therefore there is no evidence to suggest that there will be a disproportionate impact on any particular protected equality group.</p> <p>CCA did not identify how they feel the Council could help to minimise the impact of the proposed changes or what plans they had in place to bring in other funding sources.</p> <p>The Council recognises it cannot mitigate against all impacts completely.</p> <p><u>The STAR Centre 10.09.13</u> Provides a coordinated service to women and their families who are, or have experienced domestic abuse.</p> <p>It should be noted that the STAR Centre have also been consulted / engaged in previous discussions in relation to the proposal to fund domestic abuse support services via Lancashire County Council Commissioning Framework. The proposed £6k funding arrangement for domestic abuse will draw down c£210,000 in terms of return for Rossendale to access Domestic abuse related support services. However, it is recognised that moving to a Lancashire wide commissioning framework, the successful bidder appointed, many not be current Rossendale provider.</p> <p>The STAR Centre feels that based on the proposals, the following should be highlighted.</p>
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	<p>Independent Domestic Abuse Adviser (IDVA) posts needs resources to ensure the safety of those most at risk, and their families e.g: Sanctuary and Safety Project – provides security checks, lock packages, personal alarms, tunstall alarm systems. Also the IDVA role is to support those assessed as being high risk which is 33% (76) of all new referrals (232) in the 2012-13 year and not including an additional number of 226 children.</p> <p>It is recognised that such provision or projects could be part of the draw down from the LCC domestic abuse support commissioning framework</p> <p>Increase in Homelessness – The aim of the STAR Centre is to try and support and keep safe families within the community of Rossendale. Out of 232 new referrals (Women and their children) only 11 chose to leave the area and access Refuge provision. STAR feels it may increase if they cannot ensure safety and provide the basic necessities in keeping people secure.</p> <p>Community Safety Partnership – Most years in the last ten years, STAR have received in the region of £10, 000 from the Community Safety Partnership which together with the Voluntary Sector Grants (2013 £14200) has been match funding for their SPACE Project. However it is recognised that the Community Safety Partnership has significantly had its budget cut and following the implementation of a Lancashire Police and Crime Commissioner, this has moved to a Pennine level partnership.</p> <p>Match Funding – STAR consider that they need to be seen to receive funding to draw down other funding. STAR are concerned that if they do not receive further RBC grant funding, match funding could be affected. A condition of their main funder, The Big Lottery Fund is to secure 25% of project costs from statutory sources. STAR has until the end of October to advise the Big Lottery Fund as to where their match funding is for the following year and as yet are not in a position to confirm this. However, it should be recognised that there was opportunity for STAR to join the LCC domestic abuse commissioning framework to bid as a provider of domestic abuse support services.</p> <p>BME – STAR noted that prior to funding from the CSP, contact with the BME has almost doubled, however since funding ceased in July, only a limited service can be provided and cannot be sustain indefinitely.</p> <p><u>Ways the Council could help to minimise the impact of the proposed changes:</u></p> <p>Target Hardening – STAR feels grant funding is required to</p>
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	<p>continue to support target hardening activity and would request RBC funding is made available on top of 6k proposed support, to specifically support this via STAR. The Children's Trust have previously provided some one off grant funding but have had budgets significantly reduced and its priorities are in other areas. It should be noted that Early Support and Intervention small grant funding is available in October/December which could be applied for.</p> <p>Community Safety Partnership - STAR have been advised that following the implementation of a Lancashire Police and Crime Commissioner, this has moved to a Pennine level partnership forum. It is recognised that community safety has significantly had its budget reduced which has an impact on its ability to provide grant funding in the same manner as it has done historically. STAR has been provided with the key contact details for this forum.</p> <p>Lobby and Support the STAR Centre to identify and source funding- STAR would like to note that they have secured 75% of its funding (nearly £500,000) for the next 3 years (2011-16), five years in total. STAR will also reapply when required but it always mean will still need match funding from local statutory sources.</p> <p>Notification and time to plan and source other funding and taper out funding – Sufficient notification has been provided. STAR, along with all other 3 year grant recipients were notified at the time of accepting the 3 year grant that this was time limited. Further since mid 2012 RBC officers have been in conversation with grant recipients about the need for them to think about securing other grant funding sources should further rounds of RBC grant funding not be made available. Formal consultation on the grant review proposals has also been undertaken.</p> <p>Proposals to set out a provision of domestic abuse services in Rossendale will be drawn down from a Lancashire wide commissioning framework. Therefore it is considered appropriate service provision will be available to mitigate against identified possible impacts.</p> <p>All Grant Recipients <u>Up skilling / development</u> A workshop, facilitated by officers from The Big Lottery will be arranged, to which current grant recipients will be invited. The workshop will focus on accessing lottery funding, particularly Awards for All and Reaching Communities. During all face to face consultation meetings the opportunity to attend this was explained.</p> <p>Other support to local organisations in accessing alternative</p>
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	grant funding will be provided where possible e.g. access to Grantfinder for searching funding opportunities is available at the Council offices and via Burnley, Pendle and Rossendale CVS.															
<p>Grants Review Consultation – Feedback from Financial Inclusion Group (FIG)</p>	<p><u>FIG consultation response:</u></p> <p>At its meeting on 6th September, the FIG discussed RBC's current consultation in relation to grant funding. The Group emphasised the significance of statutory sector funding as part of a diverse pattern of funding for Rossendale's advice sector. FIG urged RBC to continue to support the sector with direct funding, and also by enabling the sector to secure public health funding in response to the positive impact on public health of a strong inter-connected advice sector. Finally, FIG stressed the multi-layered nature of the sector and the importance of distinguishing between signposting and basic advice level agencies, and those with specialist staff and expertise to deliver high level individual legal case work for residents.</p>															
<p>Mapping of other services/organisations covering similar groups of people / services –</p>	<p>The following show possible mitigating actions / signposting to alternatives.</p> <table border="1" data-bbox="573 940 1328 1818"> <thead> <tr> <th data-bbox="573 940 764 1115">Organisation</th> <th data-bbox="764 940 1045 1115">Impact on Key Equality Groups</th> <th data-bbox="1045 940 1328 1115">Other organisations providing <i>similar</i> or related services</th> </tr> </thead> <tbody> <tr> <td data-bbox="573 1115 764 1213">Bacup Consortium Trust</td> <td data-bbox="764 1115 1045 1213">Men aged 25 – 40 with mental health problems</td> <td data-bbox="1045 1115 1328 1213">Rubicon Inspire</td> </tr> <tr> <td data-bbox="573 1213 764 1381">Bacup Family Centre</td> <td data-bbox="764 1213 1045 1381">Disability groups Older people Young people</td> <td data-bbox="1045 1213 1328 1381">Maden centre Local churches e.g. Acre Mill</td> </tr> <tr> <td data-bbox="573 1381 764 1686">CAB</td> <td data-bbox="764 1381 1045 1686">Various e.g. 18% disability. Many with mental health problems.</td> <td data-bbox="1045 1381 1328 1686">STAN National advice helpline and leaflets – e.g. Step Change Money Advice Service</td> </tr> <tr> <td data-bbox="573 1686 764 1818">Credit Union</td> <td data-bbox="764 1686 1045 1818">None specific but noted that clients are likely to be more vulnerable or</td> <td data-bbox="1045 1686 1328 1818">No similar community based organisations. High street financial</td> </tr> </tbody> </table>	Organisation	Impact on Key Equality Groups	Other organisations providing <i>similar</i> or related services	Bacup Consortium Trust	Men aged 25 – 40 with mental health problems	Rubicon Inspire	Bacup Family Centre	Disability groups Older people Young people	Maden centre Local churches e.g. Acre Mill	CAB	Various e.g. 18% disability. Many with mental health problems.	STAN National advice helpline and leaflets – e.g. Step Change Money Advice Service	Credit Union	None specific but noted that clients are likely to be more vulnerable or	No similar community based organisations. High street financial
Organisation	Impact on Key Equality Groups	Other organisations providing <i>similar</i> or related services														
Bacup Consortium Trust	Men aged 25 – 40 with mental health problems	Rubicon Inspire														
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		on low incomes.	services
	Incredible Edible Rossendale	None specific	Horticultural groups Civic Pride Bacup Pride Haslingden Civic Pride
	Magdalene Project	Children and young people Women	Lancashire DA Support Services Commissioning Framework providers Talk it out Counselling Lancashire Safeguarding Support Services? National Self-help organisations including: SAFE Refuge
	Rossendale Raptors	Young people; Asian youths	Various Sports Clubs Rossendale Leisure Trust
	STAR Centre	Women BME Children and young people	East Lancashire Women's Centre Lancashire DA Support Services Commissioning Framework providers. Talk it out Counselling National Self-help organisations including: SAFE Refuge
	White Horse Project	Children and young people	Young People's Service

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			Vision Groundwork Pennine Lancashire Proffitts	
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3. EQUALITY IMPACT

Overall impact on all current grant recipients should the grants review proposal be approved.

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB - 10% of customers are over 65 (approx. 280 per year). Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Bacup Consortium Trust (BCT) 28.08.13 –clients are a mix of ages ranges, the majority between 30-65, the youngest in their early 20s. RBC can assist /facilitate greater link with Clinical Commissioning Group and Public Heath Lancashire.</p>	<input type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB- 11% of customers are under 25 (approx. 309). Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p>	<input type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
			<p>STAR - Without local provision CYP will have to leave the area in order to remain safe. Will not have equality of opportunity due to domestic abuse (226). Proposals set out a provision of domestic abuse in Rossendale will be drawn down from a Lancashire wide commissioning framework.</p> <p>BCT - clients are a mix of ages ranges, the majority between 30-65, the youngest in their early 20s. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire.</p> <p>White Horse Project – a targeted provision for young people. Grant funding supports the premises lease cost. Will not be able to provide same level of positive diversionary activities and opportunity to learn skills for young people in local area. Some services will be able to be provided from St Anne’s Church. Although there is no Lancashire Young Peoples Service within the immediate area, it is recognised there is YPS facilities in both Bacup and Rawtenstall which are nearby. RBC has been able to facilitate a discussion between H&B and the White Horse Project about co-use of space.</p> <p>Horse & Bamboo – key groups we work</p>	

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				<p>with are young people, children and families. Are other forms of play and recreational activity service provision for children and young people in the borough.</p> <p>Credit Unions –junior members will be impacted. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which the CUs could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Magdalene Project – 21 boys and girls seen in 2012). Only local provider of support services for children and young people who have experienced sexual abuse/trauma. RBC can assist/facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire. Possible opportunities via Lancashire domestic abuse support services commissioning.</p>	
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input checked="" type="checkbox"/>	CAB - National CAB statistics reveal that 44% of customers are disabled (approx. 1,236) Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in	<input type="checkbox"/>

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				<p>Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>BCT – key focus client groups are those with mental health issues. Impact if services had to change due to grant funding not being available. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire.</p> <p>Horse & Bamboo – Work with Tor View special needs school. Are other forms of play and recreational activity service provision for children and young people in the borough.</p> <p>Recognise the Council will not be able to completely mitigate against all impacts.</p>	
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	CAB- there is no significant evidence presented of a disproportionate impact on any protected equality groups. No evidence that this potential impact is as a direct result of their / customers protected characteristic. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which	<input checked="" type="checkbox"/>

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			<p>CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Magdalene Project – provides counselling and support in relation to sexuality and relationship issues, including same sex. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Heath Lancashire. Possible opportunities via Lancashire domestic abuse support services commissioning.</p>	
Pregnancy and Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB - Pregnancy and maternity are key triggers for changes in income and employment situations meaning that many people come to us from this protected group. No data to support this. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Horse & Bamboo – sensory play sessions run for parents and babies/toddlers. Are other forms of play and recreational activity service provision</p>	<input type="checkbox"/>

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			for children and young people in the borough.	
Race (Ethnicity or Nationality)	Asian or Asian British people <input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> CAB- 5% of customers are Asian/Asian British. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>BCT – Heads Up 2 will be running a sub project in Haslingden aimed at the BME community. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Heath Lancashire.</p> <p>STAR – grant funding changes could impact on current provision of a community interpreter, which has doubled contact with BME in the last year. Families will have language barriers and so cannot communicate. (12 – all BME). Proposals set out a provision of domestic abuse in Rossendale will be drawn down from a Lancashire wide commissioning framework.</p> <p>Credit Unions – a few but increasing number of BME/Asian customers, which</p>	<input type="checkbox"/>

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			<p>will be impacted on. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which the CUs could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Magdalene Project – a small number of our clients are BME but this information is not recorded. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Heath Lancashire. Possible opportunities via Lancashire domestic abuse support services commissioning.</p>	
	Black or black British people	<input type="checkbox"/>	CAB - Although less than 1%. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.	<input type="checkbox"/>
	Irish people	<input type="checkbox"/>	CAB - Although less than 1%. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no	<input type="checkbox"/>

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			reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.	
	White British	<input type="checkbox"/>	<p>CAB - 94% of our customers are White. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>BCT – majority of our clients are White British. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire.</p> <p>STAR – majority of clients of White British. Impact on access to safety packages to enable them to stay in the community. Proposals set out a provision of domestic abuse in Rossendale will be drawn down from a Lancashire wide commissioning framework.</p> <p>White Horse Project – nearly all young people accessing our venue are White British – reflecting the local demographic profile. Although there is no Lancashire</p>	<input type="checkbox"/>

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			<p>Young Peoples Service within the immediate area, it is recognised there is YPS facilities in both Bacup and Rawtenstall which are nearby.</p> <p>Horse and Bamboo - majority of clients White British. Are other forms of play and recreational activity service provision for children and young people in the borough.</p>	
	Chinese people	<input type="checkbox"/>	CAB - Although less than 1%. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.	<input type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	CAB - Although less than 1%. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.	<input type="checkbox"/>

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	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	CBA - Not identified.	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB – no impact identified for CAB customers.</p> <p>White Horse Project- impact on spiritual well being of young people. WHP can provide pastoral care. However, it is recognised that school can access pastoral care via other means too. Have young people who are of Christian, Moslem and Buddhist faith and those of no faith.</p>	<input checked="" type="checkbox"/>
Gender	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB - 61% of customers are female. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>STAR – 232 women. Changes may mean limited options in order to safeguard themselves and their children. Proposals set out a provision of domestic abuse in Rossendale will be drawn down from a Lancashire wide commissioning framework.</p> <p>White Horse Project – male and female</p>	<input type="checkbox"/>

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			<p>accessed our services in roughly equal numbers last year. Although there is no Lancashire Young Peoples Service within the immediate area, it is recognised there is YPS facilities in both Bacup and Rawtenstall which are nearby.</p> <p>Credit Unions – the majority of customers are female. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which the CUs could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Horse & Bamboo – families we work with include men and women. Are other forms of play and recreational activity service provision for children and young people in the borough.</p> <p>Magdalene Project – majority of clients are female (130 in 2012). RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire. Possible opportunities via Lancashire domestic abuse support services commissioning.</p>	

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	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB - 39% of customers are male. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action. BCT – the majority of clients are male. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire.</p> <p>STAR – 5 men. Changes may mean limited options in order to safeguard themselves and their children. Proposals set out a provision of domestic abuse in Rossendale will be drawn down from a Lancashire wide commissioning framework.</p> <p>White Horse Project – male and female accessed our services in roughly equal numbers last year. Although there is no Lancashire Young Peoples Service within the immediate area, it is recongised there is YPS facilities in both Bacup and Rawtenstall which are nearby.</p> <p>Horse & Bamboo – families we work with include men and women. Are other forms</p>	<input type="checkbox"/>

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			<p>of play and recreational activity service provision for children and young people in the borough.</p> <p>Magdalene Project –some male clients (68 in 2012). RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Health Lancashire. Possible opportunities via Lancashire domestic abuse support services commissioning.</p>	
<p>Sexual Orientation</p>	<p>gay men, gay women / lesbians, and bisexual people</p>	<p><input type="checkbox"/></p>	<p>CAB - Sexuality discrimination is a service provided CAB. No monitoring data the take-up from people with this protected characteristic. No evidence that this potential impact is as a direct result of their / customers protected characteristic. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>BCT – Business Development Manager acts as an advocate and role model for fostering an open environment where people feel confident and safe to be open about their sexual orientation.</p>	<p><input type="checkbox"/></p>

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			<p>Training around equality reinforces this. However, no significant evidence presented of a disproportionate impact on this protected equality group. No evidence that this potential impact is as a direct result of their / customers protected characteristic.</p> <p>White Horse Project - Through partners in Rossendale Sexual Health Group we will signpost young people for LGBT support as well as heterosexual sexual health support. YPS services also provide sexual health support for young people.</p> <p>Magdalene Project – small number of clients require support or present issues in relation to sexual orientation. However, no significant evidence presented of a disproportionate impact on this protected equality group. No evidence that this potential impact is as a direct result of their / customers protected characteristic.</p>	
Marriage and Civil Partnership (employment only)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Contribution to equality of opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	CAB - work is supporting people to assert their rights and understand their responsibilities who could not do so without our help. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no	<input type="checkbox"/>

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			<p>reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>BCT –impact on our volunteering opportunities with BCT and beyond. Volunteering transforms lives and provides education and skills opportunities. There is a pipeline project for a volunteer project aimed at people with mental health issues that could be impacted on. RBC can assist /facilitate greater link with Clinical Commissioning Groups and Public Heath Lancashire.</p> <p>White Horse Project – this underpins their work to support young people reach their potential and address factors that hold them back. Although there is no Lancashire Young Peoples Service within the immediate area, it is recongised there is YPS facilities in both Bacup and Rawtenstall which are nearby.</p> <p>Credit Unions – largely run by volunteers, which will be impacted on (mostly female volunteers). Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no</p>	

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			<p>reduction to current levels, through which the CUs could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>Horse & Bamboo – loss of volunteer opportunities which provides work read/employability skills as well as developing confidence and resilience in individuals.</p> <p>Recognise that the Council will not be able to complete mitigate against all impacts.</p>	
<p>Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB - committed to equality and diversity in all aspects of service delivery. Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>White Horse Project –involved young people in supporting them to play their full part in the life of their community. Support them in taking part in regular intergenerational activities e.g. community clean ups, family theatre</p>	<input type="checkbox"/>

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			<p>week are recent events. YPS, ground works and profits provides similar opportunities for young people to get involved in their local community, Council recognises it cannot completely mitigate against all impacts.</p> <p>Horse & Bamboo – Different Moons project looking at understanding and respect of cultures and heritage and other intergenerational projects will be affected. Are opportunities for H&B to explore with the Asian community – mosques, Islamic centres, positive start etc, to support this project. Council recognises it cannot completely mitigate against all impacts</p>	
<p>Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>CAB - provide advice on Human Rights issues. Equality and Human Right commission also provide an advice / help line for this type of service Proposal is allocate £60,000 for the provision of grant funding for services that facilitate financial inclusion in Rossendale with no reduction to current levels, through which CAB could bid. At this stage there is no significant evidence presented of a disproportionate impact on any protected equality groups as a result of proposed mitigating action.</p> <p>STAR – 463 people affected. Women &</p>	<input type="checkbox"/>

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			<p>children (458), Men (5) who have experienced domestic abuse may have recued choice and opportunities which will impact on their long term future. Proposals set out a provision of domestic abuse in Rossendale will be drawn down from a Lancashire wide commissioning framework.</p> <p>White Horse Project –want to raise self esteem which is linked to fulfilment of many human rights of a child. However it is recognised that other provision for supporting young people and self esteem can be accessed via other means – e.g. schools, YPS centres etc.</p> <p>Horse & Bamboo - feel proposed changes would impact on the rights of a child to engage in play and recreational activities. However, it is recongised that there are other opportunities and forums through which children can engage in play related activity.</p>	

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4. OUTCOME OF EIA – COURSE OF ACTION TO BE TAKEN

What course of action does this EIA suggest you take? More than one of the following may apply	Please indicate
<p>Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.</p>	<input type="checkbox"/>
<p>Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? If there is a negative impact identified, you must consider (and evidence/record) what mitigating actions you have or will put in place to reduce the negative impact where/if possible, and to enhance the positive impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input checked="" type="checkbox"/>
<p>Outcome 3: Continue the policy despite potential for negative impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input checked="" type="checkbox"/> <p>The Council recognises the potential impacts based on the options being considered and has/will as far as is possible put in place mitigating actions to reduce this. However, it recognises that it cannot completely remove all impacts.</p>
<p>Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination or significant negative impact that can not be justified or mitigated against. <u>You must speak the People & Policy Team immediately.</u></p>	<input type="checkbox"/>

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5 . EIA ACTION PLAN & REVIEW

Based on the impact assessment, findings/evidence and outcomes identified above, please complete the Action Plan below – these should be actions arising as a result of undertaking the EIA.

The Action Plan should address (not exhaustively):-

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential affects.
- How you will address any gaps.
- What practical changes/action will help reduce any negative impacts that you have identified.
- What practical changes/action will help enhance any positive contributions to equality.

Further Actions Required: Yes No

EIA Action Plan

Issue	Action required	Lead officer	Timescale
Communication of decision made	Communications Plan - Communicate change / agreed decision	Fiona Meechan Alison Wilkins	ASAP after decision is made on
Implementing new approved grants process	Develop new grants application process including robust criteria and publish	Fiona Meechan Alison Wilkins	December 2013 - TBC after decision has been made.

Please add more rows if required.

Monitoring & Reviewing the Effect of the Policy

Please state how you will monitor the impact and effect of this policy and where this will be reported:

The previous grant allocation process will be adapted to support the allocation of this targeted grant funding, with clear expected outcomes developed in conjunction with the Financial Inclusion Group. Details of these outcomes will be presented to Cabinet and Council in November and December 2013. The delivery of these outcomes by the organisations who are successful in applying for funding to deliver financial inclusion services, will be monitored in conjunction with the Financial Inclusion Group and reported through that group.

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