

## Appendix B

### Community, Arts and Recreation Development Grants Review Community Services Scrutiny Committee 11 July 2014

#### Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.



The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk) or from any member of the Joint Equalities Group.

#### **1. Title of strategy, policy, plan, project, contract or major change to your service:**

Grants Review – Community, Arts and Recreation Development Grants  
Review outcome and proposals – Community Services Scrutiny Committee on 10<sup>th</sup> July 2014

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

### Background

An interim EQIA was carried out in December 2013 on the Grants Review *process*. The EQIA informed a Review Scoping Report that was considered by Community Services Scrutiny Committee in January 2014.

The scoping report set out plans to consult voluntary groups and residents on proposals to re-focus Grant priorities and outcomes that would direct funding to voluntary sector groups and organisations that helped people with the highest need. It also included options about a possible reduction to the overall grants budget from April 2015.

The proposed Grant priorities and outcomes were informed by priorities within City Council strategies for Community Development, Sports and Arts.

The January 2014 Scrutiny Report can be found at this link (see item 15):

<http://democracy.cambridge.gov.uk/documents/g1000/Public%20reports%20pack%2016th-Jan-2014%2013.30%20Community%20Services%20Scrutiny%20Committee.pdf?T=10>

The December 2013 EQIA that informed the above report can be found at this link:

[https://www.cambridge.gov.uk/sites/www.cambridge.gov.uk/files/documents/Grants\\_Review\\_EQIA\\_Dec2013.pdf](https://www.cambridge.gov.uk/sites/www.cambridge.gov.uk/files/documents/Grants_Review_EQIA_Dec2013.pdf)

The Community Development Strategy 2013-16 can be found at this link (see item 15):

<http://democracy.cambridge.gov.uk/documents/g542/Public%20reports%20pack%2014th-Mar-2013%2013.30%20Community%20Services%20Scrutiny%20Committee.pdf?T=10>

The Arts Strategy 2011-14 can be found at this link:

<https://www.cambridge.gov.uk/arts-strategy>

The consultation has now been completed. This EQIA has been completed to inform a report to Community Services Scrutiny Committee on 11<sup>th</sup> July 2014 which will make recommendations about:

- a) New grants priorities and outcomes
- b) A reduction to the overall grants budget
- c) Implementation and support for groups

The 11<sup>th</sup> July 2014 Scrutiny Report can be found at this link (see item ?)

<http://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=176&MId=2575&Ver=4>

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

### Context and Drivers

1. The public sector has had, and continues to have, a very challenging time as government implemented austerity plans to reduce the national debt. Local government has seen its central government grant cut by around 40% which has meant that many Councils have had to stop providing most, if not all, of their discretionary services such as community development, sports and arts services and voluntary sector support.

Whilst there are signs that the national economic climate may be improving, there are clearly still many difficult years ahead for local government with further budget reductions from central government and increasing demands for statutory services.

2. Cambridge City Council has worked hard to try and reduce the costs of its services through efficiencies, sharing resources with partner authorities and outsourcing some services to private or not for profit organisations where this has proved cheaper and where quality can be maintained. This has meant that many of our discretionary services have, until relatively recently been protected.
3. However, in the last couple of years we have had to look at our discretionary spend and plan major savings in order for the Council to balance its existing and future budgets.

The Community Development net budget has already been reduced by £500,000 by reducing staffing and management costs across our Children and Young People's services and our community centres and by increasing income targets. In Arts and Recreation, the planned Cultural Trust will be in place in spring 2015 and will enable the Corn Exchange, Folk Festival and major events to be delivered at arms-length from the Council, reducing costs and providing more opportunities for external funding and sponsorship. The merger of Arts and Recreation and Community Development by the end of the year will provide further savings by reducing senior management costs.

A report by the Director of Customer and Community Services giving this context in more detail was considered by Community Services Scrutiny Committee in October 2013 and can be found at this link (see item 10):

<http://democracy.cambridge.gov.uk/documents/g999/Public%20reports%20pack%2010th-Oct-2013%2013.30%20Community%20Services%20Scrutiny%20Committee.pdf?T=10>

4. These changes have ensured that, unlike residents living within our neighbouring Council areas, our residents will still receive a wide range of discretionary services even though some services have had to be reduced and targeted more on those residents with high needs. However, the Council continues to need to find on-going savings. Currently, we have to find around £1.3m of further ongoing savings by March 2015 with similar amounts required in future years. It is within this context that the review of grants has been taking place.

## **2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?**

5. The current budget for Community, Arts and Recreation Development Grants is £1.2m. Whilst our neighbouring Councils have significantly reduced their grants budgets we have been able to protect this budget to date. However, this level of grant funding will no longer be sustainable in the future. In line with the Council's approach to protect services for those on low incomes and/or with high need and who experience barriers to accessing services, the review has focused on clearer priorities and outcomes so that the impact of the changes on our most vulnerable residents, compared to our existing grants priorities, is minimised or even reduced.
6. We propose to continue to only directly fund advice, support and activities that are not the statutory responsibility of other public sector organisations. However, the knock-on effect of cuts made by other public sector organisations is indirectly increasing demand for the Council's grants. For example, more social isolation experienced by older people. Whilst it is not practicable or possible for the City Council to pick up the costs associated with funding decisions made by other public sector organisations, the targeting of our limited resources on those with the highest need will help to mitigate the indirect impact (in some cases) of these decisions whilst also minimising the impact of reducing our own grants budget on the most vulnerable.
7. Due to our own financial situation, we are recommending to reduce the overall Community, Arts and Recreation Development Grants grants budget to £900,000 annually. This equates to a 25% reduction but will still be significantly above neighbouring District Councils. For example, South Cambridgeshire District Council have an annual budget for 'community' grants of around £200,000. In order to give some stability over the medium term, it is proposed to fix and protect the £900,000 for the next 3 years (2015/16, 2016/17 and 2017/18).

### **Next steps, assessment and review**

1. As stated above, the report to Community Services Scrutiny Committee on 11<sup>th</sup> July 2014 will make recommendations about:
  - New grants priorities and outcomes
  - A reduction to the overall grants budget
  - Implementation and support for groups
2. As soon as the report is published, a link will be sent to all voluntary groups and organisations that responded to the consultation so that they can make representations to members and attend the scrutiny meeting if they wish.
3. It is not proposed that any decisions about funding individual organisations or groups will be made until January 2015, once the application and assessment process has been concluded over the autumn period.
4. Once the new priorities and outcomes have been agreed, we will be holding workshops for any voluntary groups and organisations who wish to attend where we will explain the application process, timetable and assessment process and be available to answer questions. We will explain that applicants will need to demonstrate how they meet the agreed priorities and outcomes.

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

5. We will also offer 1-2-1 meetings with those groups that may need more support in completing their applications and providing evidence. We are well aware from experience that many of the groups who provide activities and help for the most vulnerable residents are often those who need the most support throughout the application process and through on-going monitoring once a grant has been awarded. This is a key part of the grants team's work.
6. Assessment of grant applications will be against the new agreed priorities and outcomes. We will encourage applicants to evidence their applications using local and national data which we have used to inform the proposed priorities and outcomes and which we will sign post to grant applicants. However, our approach will be proportionate and pragmatic. For example, we will not expect applicants applying for small area committee grants to provide reams of evidence whereas we will expect more established organisations applying for large grants to fully evidence their application.
7. A list of links to local and national data is shown at the end of this EQIA

### Summary

1. Whilst the City Council is having to find significant savings from its discretionary services, we are ensuring that services and support for our most vulnerable residents are protected.
2. The move to more focused priorities and outcomes for Community, Arts and Recreation Development Grants will target resources to voluntary sector groups and organisations who work with residents who have the most need by seeking to remove barriers to advice, services and support, whether those barriers are caused by age, disability, pregnancy and maternity, transgender, marriage and civil partnership, race or ethnicity, religion or belief, sexual orientation or low income.
3. Our approach will effectively means test grant applications to ensure the available funding reaches those people in most need. It will minimise any impact on those people with protected characteristics and, in reality, should have a positive impact for many of these residents.

## 3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

Not specific, but the re-focusing of priorities and outcomes will generally have a **Positive**

**3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)**

**Impact** on those residents with protected characteristics who have the highest needs due to them experiencing barriers to advice, services and support.

**4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)**

- New  
 Revised  
 Existing

**5. Responsible directorate and service**

Directorate: Customer and Community Services

Service: Community Development and Arts and Recreation

**6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?**

- No  
 Yes (please give details):

We work closely with the Cambridge Council for Voluntary Services and other voluntary sector 'umbrella' groups who have had input into the review.

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

**(a) Age** (any group of people of a particular age, including younger and older people)

Specific Consultation:

1. Responses to the on-line survey were received from representatives of:
  - Cambridgeshire Celebrates Age
  - Citizen's Advice Bureau
  - Cambridge Volunteer Centre
  - Age UK Cambridgeshire
  - Student Community Action
  - Meadows Children and Family Wing
  - HomeStart Cambridgeshire
  - Cambridge Disabled Kids Swimming Club
  - Oblique Arts
  
2. Attendees at the workshops included representatives from:
  - Cambridge Senior Muslims
  - Centre 33
  - Citizen's Advice Bureau
  - Kings Hedges Brownies
  - Meadows Children and Family Wing
  - Cambridge Asian Muslim Girls Group
  - Cambridgeshire Older People's Reference Group / Celebrates Age
  - Dance Offensive
  - St.Andrew's Glebe
  
3. A survey of Young People was carried out Findings from the above can be found at this link:  
<http://democracy.cambridge.gov.uk/documents/s24845/GrantsConsultationResponsesPack.pdf.pdf>

The proposed Priorities and Outcomes for Grants will have a **Positive** impact for young people and older people who have the highest needs due to barriers which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

For example, the consultation and research has highlighted the impact that social isolation can have to the wellbeing of older people, especially those on low incomes. Also, the importance of activities and support that help older young people (in particular) to find work.

However, we need to be mindful that Connexions are responsible for young people aged thirteen to nineteen, and up to 25 for young people with learning difficulties and/or disabilities. It will be important not to use voluntary sector grants budget to 'plug the gap' by funding activities that are the statutory responsibility of other public sector organisations.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues. The proposed 25% budget reduction will mean that voluntary groups or organisations supporting older and younger people who are more affluent and/or articulate and able to pay for access to these services are less likely to receive funding if they apply. To this extent there will be a **negative** impact.



**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Specific Consultation:

1. Responses to the on-line survey were received from representatives of:

- Cam Sight
- Friends with Disabilities
- Citizen's Advice Bureau
- Cambridge Volunteer Centre
- Cambridge Hard of Hearing Club
- Wintercomfort
- Changing Directions
- Richmond Fellowship
- Cambridge Cyrenians
- Rowan Humberstone
- Make, Do and Mend
- Cambridge Council for Voluntary Services
- Age UK
- Cambridge Disabled Kids Swimming Club
- The You Can Hub
- Lifecraft
- 

2. Attendees at the workshops included representatives from:

- Cambridge Council for Voluntary Services
- Centre 33
- Richmond Fellowship
- Rowan Humberstone
- SexYOUality
- You Can Hub
- Changing Directions
- 

Findings from the above can be found at this link:

<http://democracy.cambridge.gov.uk/documents/s24845/GrantsConsultationResponsesPack.pdf>

The proposed Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have disabilities and who have the highest needs due to barriers which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The research and consultation has highlighted that disabled people are disproportionately affected by low income. They can face multiple barriers due to both their low income and their disability.

For example, they can experience particular barriers to accessing employment which can result in low income which, in turn, can prevent them from accessing social activities such as sports or arts. This can lead to further social isolation and increased mental health issues.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues.

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The proposed 25% budget reduction will mean that voluntary groups or organisations supporting residents with disabilities who are more affluent and/or articulate and able to pay for access to these services are less likely to receive funding if they apply. To this extent there will be a **negative** impact.

### **(c) Gender**

1. Responses to the on-line survey were received from:

- Cambridge Council for Voluntary Services
- Citizen's Advice Bureau
- Cambridge Volunteer Centre

2. Attendees from the workshops included:

- Khidmat Sisters
- Meadows Children and Family Wing
- NISA Only Ladies Swimming Club
- Cambridge Asian Muslim Girls Group

Findings from the above can be found at this link:

<http://democracy.cambridge.gov.uk/documents/s24845/GrantsConsultationResponsesPack.pdf>

The proposed Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have the highest needs due to barriers because of their gender which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues.

The proposed 25% budget reduction will mean that voluntary groups or organisations supporting residents who are more affluent and/or articulate, do not experience barriers due to their gender and are able to pay for access to these services are less likely to receive funding if they apply. To this extent there may be a **negative** impact.

#### (d) Pregnancy and maternity

1. Responses to the on-line survey were received from:
  - Meadows Children and Family Wing
  - HomeStart Cambridgeshire
  - Cambridge Disabled Kids Swimming Club
2. Attendees at the workshops included:
  - Meadows Children and Family Wing

There was no evidence found during the review that would suggest the proposed changes would have a disproportionate impact.

#### (e) Transgender (including gender re-assignment)

1. Responses to the on-line survey were received from:
  - Cambridge Council for Voluntary Services
  - Citizen's Advice Bureau
  - Cambridge Volunteer Centre
2. Attendees from the workshop included:
  - SexYOUality
  - Cambridge Council for Voluntary Services
  - Centre 33
  - Richmond Fellowship

There are currently no Transgender groups that receive grants although staff are aware of some local groups and we do fund Encompass (the infrastructure organisation for LGB and T groups) as well as SexYOUality who do work with Trans residents.

The proposed Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have the highest needs due to barriers because they are Transgender which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues.

The proposed 25% budget reduction will mean that voluntary groups or organisations supporting Trans residents who are more affluent and/or articulate, do not experience barriers because they are Transgender and are able to pay for access to these services are less likely to receive funding if they apply. To this extent there may be a **negative** impact.

#### (f) Marriage and Civil Partnership

There was no evidence found during the review that would suggest the proposed changes would have an impact.

## (g) Race or Ethnicity

1. Responses to the on-line survey were received from:
  - Cambridge Ethnic Community Forum
  - Sur Taal, Cam Kerala
  - Citizen's Advice Bureau
  - Cambridge Volunteer Centre
  - Cambridge Council for Voluntary Services
  - Chinese Families Together
  
2. Attendees from the workshops included:
  - Cambridge Kerala Cultural Association
  - Cambridge Senior Muslims
  - Cambridge Council for Voluntary Service
  - Chinese Families Together
  - Indian Cultural Society
  - Khidmat Sisters
  - NISA Only Ladies Swimming Club
  - Citizen's Advice Bureau
  - Cambridge Asian Muslim Girls Group
  - Cambridge Ethnic Community Forum
  - Cambridge Malayalee Association
  - Cambridge Pakistan Cultural Association
  - Bengali Welfare Association

Findings from the above can be found at this link:

<http://democracy.cambridge.gov.uk/documents/s24845/GrantsConsultationResponsesPack.pdf>

The existing grants priority CD1.2, Equality and Diversity, includes sub priorities of BME Groups and Community Cohesion. This has meant that sometimes grant funding may have been awarded to very affluent BME groups for community activities that haven't necessarily benefitted those people from the community with high needs, whether due to low income or due to barriers caused by their race.

The proposed grants priorities and outcomes will ensure that activities that support residents in most need are funded. In the context of race or ethnicity this might be around helping to remove barriers to services or activities that are specific to a particular race. For example, through building confidence, through taster sports sessions or similar.

The proposed changes, therefore, will have a **positive** impact for some groups and organisations representing BME residents. In particular, groups representing Bangladeshi residents, who are often on low incomes or find it hard to access work due to language or skills barriers, may be more likely to receive funding.

Conversely, the proposed changes and the proposed budget reduction of 25% means there may be a **negative** impact for some other groups and organisations representing BME residents, particularly if the beneficiaries are relatively wealthy, articulate and highly skilled, unless they can demonstrate that the beneficiaries are experiencing other barriers.

## (h) Religion or Belief

The Council's existing and proposed grants priorities specifically exclude 'Faith' activities and so there will be **no impact**.

We have sometimes funded groups which have a particular faith ethos to deliver non faith activities providing that the group and the activities meet our grants priorities. This situation would be unaffected by the proposed changes.

## (i) Sexual Orientation

1. Responses to the on-line survey were received from:
  - Cambridge Council for Voluntary Services
  - Citizen's Advice Bureau
  - Cambridge Volunteer Centre
2. Attendees from the workshop included:
  - SexYOUality
  - Cambridge Council for Voluntary Services
  - Centre 33
  - Richmond Fellowship

Findings from the above can be found at this link:

<http://democracy.cambridge.gov.uk/documents/s24845/GrantsConsultationResponsesPack.pdf>

The proposed Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have the highest needs due to barriers because of their sexuality which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues.

The proposed 25% budget reduction will mean that voluntary groups or organisations supporting residents who are more affluent and/or articulate, do not experience barriers because they are Sexuality and are able to pay for access to these services are less likely to receive funding if they apply. To this extent there may be a **negative** impact.

**(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):**

**Low Income and poverty**

The proposed changes to priorities and outcomes will re-focus the grants funding on groups and organisations that support residents with the highest needs. In many cases this will be due their low income.

Residents can find themselves in poverty due to barriers related to their age, disability, gender, race, religion, sexual orientation, marriage status or because they are pregnant or have very young children.

Therefore, we expect the focus on low income to have the biggest benefit for those groups supporting residents who experience the biggest 'equalities' barriers to accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed reduction of 25% in the overall grants budget will inevitably have a negative impact on groups supporting residents on higher incomes unless they are supporting a particular group of residents who experience big 'equalities' barriers

#### 4. If you have any additional comments please add them here

##### **Staff**

The proposed changes, if agreed, will require lots of work by staff in the grants team to ensure voluntary groups and organisations understand the new priorities and outcomes including detailed examples of what would be funded and what wouldn't be funded in future.

Staff are working with Cambridge Council for Voluntary Services on a communications plan which will include workshops for groups and 1-2-1 meetings with groups that may need more support. We will also be working with the 'infrastructure' groups such as CCVS, CECF and Encompass so they are in a position to support their member groups in making applications. This will ensure that as many groups and organisations as possible are prepared to submit grant applications by the deadline at the beginning of October 2014.

Staff will then have a relatively short period in which to fully evaluate each application against the new criteria and to brief the Executive Councillor before submitting funding recommendations by the January 2015 Scrutiny Committee deadline in December 2014.

A link to the report with the funding recommendations will be sent to all groups and organisations as soon as it is published in December to give groups as much warning as possible about whether their application is likely to be successful. This will also enable them to lobby councillors and/or attend the Scrutiny committee in early January 2015 where final funding decisions will be made.

This process will be particularly challenging for the grants team and their work will need to be carefully prioritised to ensure the process is thorough.

##### **Review**

It is proposed that the grants priorities and outcomes are reviewed, together with this EQIA, by staff in January 2017 when a full year's monitoring data is available.

#### 5. Conclusions and Next Steps

- a. If you have not identified any negative impacts, please sign off this form.
- b. If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- c. If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website. Email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk)

## 6. Sign off

Name and job title of assessment lead officer: Trevor Woollams, Head of Community Development

Names and job titles of other assessment team members and people consulted:

Suzanne Goff, Strategy Officer

Jackie Hanson, Community Funding and Development Manager

Elaine Shortt, Senior Grants Officer

Ariadne Henry, Community Development Officer (Inclusion and Engagement)

Date of completion: 25.6.14

Date of next review of the assessment: January 2017



## **Action Plan**

### **Equality Impact Assessment title:**

Grants Review – Community, Arts and Recreation Development Grants

Review outcome and proposals – Community Services Scrutiny Committee on 10<sup>th</sup> July 2014

**Date of completion: 25.6.14**

**Covers all strands**

Details of possible disadvantage or negative impact

The proposed grants priorities and outcomes will focus the available funding on groups and organisations that offer help and support to those residents in most need. In effect, this is a means tested approach to ensure the available funding goes to those facing the highest inequality and who are in most need of support.

The theme of tackling inequality due to poverty and low income is central to the new priorities and outcomes and cuts across all the protected characteristics as poverty is often experienced by people who also face discrimination or lack of equality due to race, gender, disability etc.

This new focus will inevitably mean that those groups and organisations that offer help to more affluent and articulate residents with protected characteristics who may, for example, be able to pay for support, may receive less funding or no funding in future.

However, there may also be groups supporting residents with particularly high barriers to equality that are unrelated to income. The new priorities will also prioritise applications that seek to address these high barriers.

There will need to be comprehensive communication and engagement with voluntary groups and organisations prior to, and during, the 2015/16 annual grants round to ensure those completing grant applications fully understand the new priorities and outcomes and how they improve or reduce their chances of securing funding. This will build upon the extensive consultation and engagement with voluntary sector groups and organisations that started in January 2013.

This approach has, and will, give groups and organisations plenty of warning about their potential to gain funding in 2015/16.

The communication will also include wider support for groups, such as signposting to other potential funding sources and capacity building support through Cambridge Council for Voluntary Services which has been working with the Council through the review.

Action to be taken to address the disadvantage or negative impact

- Grants workshops for groups and organisations to explain the new priorities and outcomes, revised application process and signposting for additional support.
- Liaison with infrastructure organisations such as CCVS, CECF, Encompass, Disability Cambridgeshire so that they can support their member organisations in applying

**Covers all strands**

	for grants <ul style="list-style-type: none"><li>• 1-2-1 meetings with groups on request</li><li>• Comprehensive guidance notes for application process</li></ul>
Officer responsible for progressing the action	Jackie Hanson
Date action to be completed by	October 2014

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Race or Ethnicity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Religion or Belief</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual Orientation
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

A list of data and information as referred to on page 5 – section 2 of this EqIA. Some of the evidence listed below was considered as part of the Grants Review EQIA - June 2014.

Please note that this list is not exhaustive and is continually reviewed as new policies, legislation and research develops.

<https://www.cambridge.gov.uk/housing-research>

<https://www.cambridge.gov.uk/population-estimates>

<https://www.cambridge.gov.uk/mapping-poverty>

<https://www.cambridge.gov.uk/2011-census>

<https://www.cambridge.gov.uk/open-data-transparency-in-local-government>