



City of Edinburgh Council Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details

ERIA Title and Summary Description: Revenue Grants to Third Parties 2016-19

Service Area	Division	Head of Service	Service Area Reference No.
Children and Families	Schools and Lifelong Learning	Andy Gray	CF21(e)

(b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
Revenue Grant awards to third party organisations	1 February 2016

(c) When is it due to be reviewed? (insert furthest away date if question relates to a number of review dates) **June 2016**

(d) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
David Bruce	Senior Education Manager, Communities and Families
John Heywood	Principal Officer (Strategy and Special Projects), Communities and Families
Ros Sutherland	Principal Officer (External Funding), Communities and Families
David Hoy	Commissioning Officer, Children and Families
Diana Dodd	Principal Officer, Equalities

Part 2: Evidence and Impact Assessment

(a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence
Committee reports to City of Edinburgh Council Children and Families Committee in March, May and October 2015
Recommendations of the Member Officer Working Group
Integrated Plan for Children and Young People
Stakeholder engagement meetings
Communities and Families Equalities Evidence Base

(b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Summary of Enhancements of Rights

The provision of revenue grants to successful applicants is helping the Council to enhance all the rights highlighted above.

There are no infringements of human or children's rights in the proposals or in the decision making processes described in the report.

In mitigation of the potential adverse impact of the change to the revenue grants programme, groups or organizations will be supported to develop their capacity with a view to becoming operationally more resilient.

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

The organisations which apply for these grants will have their applications assessed according to set criteria. There is however no guarantee that the organisations will be successful in this process, and neither does receipt of a grant previously guarantee the award of a grant in this process.

(c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts

Each grant-aided service is required to comply with the Equalities Act 2010, thereby increasing awareness of the duty to eliminate discrimination. In particular, funding is provided to several organisation who have a particularly keen awareness of discrimination against groups with protected characteristics (i.e. race, disability, sexual orientation, gender) as well as those affected by poverty and health inequalities and this contributes to the positive impact.

The grant funding awards support the strategic priorities of the Edinburgh Children's Partnership and the Council and the duty to eliminate unlawful discrimination.

The Council will manage the transition between the old and new through the implementation of an exit strategy by, for example, supporting organizations o access alternative sources of funding or to develop an appropriate revenue-generating business model that will meet their needs into the future.

The Council is aware of the potential financial vulnerability for organizations that have been unable to secure a revenue grant award. Support to identify possible alternative sources of funding will be available and additional areas of support may be available following discussion with individual organizations.

Organisations become less dependent upon the Council, demonstrating a broad range of income sources in their operating costs.

It is the duty of each grant-aided service to comply with the Equalities Act 2010. Issues of non compliance will be picked up through regular monitoring of the service.

Negative Impacts

Any potential issue of non compliance is picked up through regular monitoring of the service. The reduction in funding of 5% and the recommendation to limit funding to one year in terms of the six organisations has correspondingly small impact on this duty.

Organisations with a high degree of reliance (greater than 50%) on the Council's funding will be particularly sensitive to the proposal and any loss of funding from their principal donor could have damaging consequences.

Organisations for which the Revenue Grant was their first significant grant award and/or main or sole source of funding are unlikely to have developed a broad funding base and may therefore be particularly vulnerable as a result of the proposal.

Organisations that cannot demonstrate strategic fit may find the outcomes challenging. The policy may therefore impact on specific groups; however, advice and support including direction to possible alternative sources of funding should be offered to mitigate this.

The intention is to carry out a further Impact Assessment once the grant process is concluded early in 2016. Because different organizations will be impacted positively or negatively, further evidence will be required on the exact impact after the funds are distributed.

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts

The distribution of revenue grant awards is moving increasingly towards addressing issues of poverty and inequality in geographic areas of the greatest need. In addition, several organisations which represent groups with protected characteristics are recommended to receive continued funding and they demonstrate a positive impact.

Negative Impacts

The reduction in funding of 5% and the recommendation to limit funding to one year in terms of the six organisations has a correspondingly small impact on this duty. If there are any actual negative impacts on service users, then this will be examined - see recommendations,.

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts

The Revenue Grants programme creates many positive impacts on this duty. Most of the programmes supported bring together children, young people and parents from different backgrounds in welcoming environments.

Negative Impacts

The reduction in funding of 5% and the recommendation to limit funding to one year in terms of the six organisations has a correspondingly small impact on this duty. Where services are targetted to one particular background or protective characteristic, they

may not always work towards mainstreaming equality as this may be a risk to their continuation. In such events, we will ensure through monitoring that they can evidence how they are meeting this duty.

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
Financial sustainability	Senior Accountant to carry out financial analysis of all organisations supported through grants
Geographic distribution of grant awards	Mapping of grant awards

(b) Recommendations

Please record SMART recommendations which may include actions to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts
- (iv) further advance equality and rights, and promote good relations.

Recommendation	Responsibility of (name)	Timescale
Continued stakeholder involvement	David Bruce	Dec 16
Continued effective engagement with hard to reach groups	David Bruce	Dec 16
Organisations are effectively monitored as to how they are meeting their equalities duties	David Bruce	Annually from April 2017
Support to encourage organisations to understand how their services fit with strategic outcomes	David Hoy	Dec 18
Funding surgeries with one-to-one guidance on completing applications	David Hoy	July 16
Carry out further impact assessment	David Hoy	June 2016

(c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
22.02.16	Andy Gray	i, ii, iii