Appendix 4

Grants Programme Equality Impact Assessment

The following Equalities Analysis has informed the development of this proposal on the future of the grants programme and considers impact and likely impact in relation to the nine protected characteristics of the Equality Act 2010. The Public Sector Equality Duty that is set out in the Equality Act 2010 requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people who share a protected characteristic and those who do not.

Equality Group Protected characteristics	Key Inequalities in Oxford	Specific Barriers	Implications for the grants programme
Age	Income deprivation for older people – Barton, Rose Hill, Northfield Brook are amongst 20% most deprived Acute child poverty in parts of the city e.g. Rose Hill where 45% of children aged 0-15 are affected – compared to Summertown.	Isolation - due to lack of income, reduced mobility/ transport links increases limited access to information/resources, less social interaction with neighbours, single older people living alone. Child development/Life chances/opportunities are severely reduced by families difficult circumstances	Enable older people's participation via initiatives tackling isolation e.g. Digital Inclusion for older people. With 'Good Neighbour' type outreach steps to older people who are housebound Recent cuts in children's services will increase demand for activities engaging children, and young people affected by multiple disadvantage. A need to actively target schools is required to supplement direct marketing to disadvantaged families.
Disability	1/3 of disabled people unable to access services due to their impairment. 21% of children in families with at least one disabled member are in poverty.	Inaccessible information – lack of alternative formats (both printed & online) Stigma & discrimination Digital exclusion - ('websites not compatible with 'screen readers')	Ensure Accessible Information is provided. How are projects considering the need to accommodate carers, support workers or personal assistants, and make use of accessible facilities? Consider helping grant

		Inaccessibility of venues/events for physical & 'hidden' disabilities	recipients to better reach out to disabled people through partnering with disability trainers.
Gender Reassignment	Being transgender linked to greater risk of self-harm & thoughts of suicide (JSNA, 2016). National data indicates that Trans children & young people are a particularly vulnerable to bullying	Due to stigma & discrimination many Trans and non-binary people are anxious about disclosing their status.	Need to ensure confidentiality is respected. Grants Programme respects any request for anonymity & updates records to include chosen name & sex identified by the individual at an appropriate time. Are funded projects creating Trans- inclusive & supportive environments?
Marriage & Civil Partnership	32.9% of Oxford residents were married at time of 2011 Census, whilst over half 53.8% were single. Across Oxfordshire 60-70 civil partnerships were formed each year between 2008 and 2013.		No available evidence to suggest this is a particular concern. Consider monitoring this in play and stay activities for the future.
Pregnancy & Maternity	77% of Women experience negative treatment. Certain ethnic groups and deprivation linked to higher rates of still birth and neonatal death.	Participation for people with caring responsibilities greatly reduced. Time poverty pressures inhibit opportunities to access information.	Are grant funded events being organised in a way which is accessible to those who are caring for children, and time poor e.g. providing facilities for children & support for women who are breastfeeding?
Gender	Almost 14% gender pay gap in Oxford - women at greater risk of poverty than Men Pakistani & Bangladeshi women experience the largest	Work, domestic & caring responsibilities - Time poverty limits access to information and ability to participate Women	Target projects which recognise that crèche facilities or support with childcare/carer resources can support participation, as can avoiding school holiday times

	gender pay gap at 26.2% Women (including working women) undertake more caring/domestic duties – e.g. 70% of housework. Gender based violence against Women and girls.	underrepresented in networks/decision making - Public events can be dominated by men Traditional views which see Women having a primarily domestic role can limit participation.	Support projects promoting equal participation & activities which challenge gender norms and stereotypes e.g. Women's football, Young Women' drumming group, women's leadership and empowerment.
Sexual Orientation	1 in 6, lesbian, gay & bi people have experienced a homophobic or biphobic hate crime or incident over the last 3 years.	Stigma and discrimination can deter LGBT people's participation including LGBT people who do not wish to be 'outed'. Isolation is a major barrier for LGBT people, particularly older LGBT people.	Grants application process to encourage initiatives targeting LGBT people in priority - regeneration areas rather than focussing on professional & university circles. Grant funded projects need to be visibly and explicitly LGBT inclusive.
Race & Ethnicity	Ethnic penalty in the labour market, higher rates of poverty, unemployment, health inequalities linked to multiple disadvantage for some ethnic minorities.	Direct & indirect discrimination reduces access. Poor English literacy. Knowing how systems work – lack of connections to key networks/Forums	Grants programme to encourage collaborative bids which foster community cohesion from smaller ethnic minority groups & emerging communities How effectively are mainstream CVO's engaging with smaller emerging community groups due to lack of cultural understanding/awareness of needs.

Recommendations:

<u>Key recommendation</u> - Grant programme explicitly targets projects addressing **multiple disadvantage.** This aligns with national best practice (See Annex).

Grants Programme to explicitly facilitate applications from equality groups currently excluded due to multiple disadvantage

Specific support is provided to grass-roots projects delivering on the ground and with capacity to manage grants but who may not be versed in writing application forms or navigating the system.

Monitoring/review process at each round of the Grants Programme by Grants Team identifying which equality groups are under-represented as grant recipients or project beneficiaries – with planned targeting of excluded groups.

Grant Funded projects are required to demonstrate in applications and via grants monitoring how they are ensuring their activities are inclusive of all equality groups.

Grants Programme engages Disability CVO's for advice re: ensuring information provided is inclusive and meets Accessibility Standards.

Grants Programme actively encourages projects to challenge gender norms, stereotypes & gender based violence.

Encourage LGBT CVO's to engage in activities which reach out to the full cross section of the LGBT community, particularly those who may be isolated within regeneration or conservative communities.

Review how we support capable organisations able to play an umbrella organisation role to support emerging minority ethnic groups to make collaborative applications for community cohesion projects.

Actively encourage applications from initiatives promoting volunteering opportunities for key equality groups.

Maintain transparency of the grants programme process funding on the basis of objective evidence and fair process which is applied in all circumstances. Avoid out-of-cycle decisions which have not gone through the same rigorous selection process.

Evidence Annex:

Age

Older people

- Oxford Older People's Needs Analysis (2013)
- Report of the Inequality Panel (Oxford City Council, 2015)
- English Indices of Deprivation 2015
- Age UK: Engaging with Older People Evidence Review.

Children & Young people

- Oxford City Children & Young People's Needs Analysis (2013)
- Oxfordshire JSNA 2016

Disability

- Disability Rights UK: Inclusive Communities - A Research Report (2014)
- Oxfordshire JSNA 2016 – *18, 850 people in Oxford said they suffered from a limiting long term, illness or disability – 12% of the population.*

Gender

- "*Women are at greater risk of poverty than men and are more likely to suffer recurrent and longer spells of poverty (22% of women have a persistent low income compared to 14% of men)*" – **'Closing the Gender Pay Gap', Government Equalities Office (2016**)
- Bangladeshi & Pakistani groups have the widest gap with just 31& of women in employment compared to 67% for men. – 'Closing the Gender Pay Gap' (2016)
- Employment opportunities for Muslims in the UK (2016-17, House of Commons Women & Equalities Committee).
- Ending Violence Against Women and Girls Strategy 2016-2020 (HM Government)
- *"Gender norms and stereotypes are holding young women back"* – **Sounds Familiar, Fawcett Society Report 2017.**

Gender reassignment

- *"being transgender is linked to greater risk of self-harm and thoughts of suicide"* (Oxfordshire JSNA, 2016).
- First Steps to Trans Inclusion: An Introduction Stonewall (2016).

Marriage & Civil Partnership

- Oxfordshire JSNA (2016)

Pregnancy & Maternity

- Oxfordshire JSNA (2016)
- Maternity Action – http://www.maternityaction.org.uk

Sexual Orientation

- Oxfordshire JSNA 2016
- Lesbian, Gay & Bisexual People's Experiences of Discrimination, Stonewall (2013).

Race and Ethnicity

- Centre on dynamics of diversity – www.ac.uk/research/outputs/briefings/dynamics-of-diversity
- Assessment of the Organisational Development Needs of Communities of Refugees in Oxford (Asylum Welcome, 2017)
- Primary Health Care Services for refugees, asylum seekers & vulnerable migrants in Oxfordshire (Refugee Resource, 2016)
- The Asian Women's Wellbeing Project (Oxfordshire Healthwatch Report 2014)
- Oxfordshire Health Inequalities Commission Report (2016)

Best Practice Examples:

 "Some people such as Black & minority ethnic people, disabled people, women, lesbian, gay and bisexual people, transgender people, young people and older people are more likely to face

disadvantage. Within these groups there are people who face multiple disadvantage as a result of the systems (e.g. financial, social, educational, and class systems) as a result of historic, economic and geographical factors in our city and as a result of discrimination." – (Bristol City Council VCS Grants Prospectus 2017).

"Why Multiple"? – *"There is rarely ever one problem in isolation. People are usually hit by a number of linked problems at once, including homelessness, substance misuse, mental illness, extreme poverty, and violence and abuse…For example homeless people are rarely just homeless. Our research shows that two thirds of people in homelessness systems are also in drug treatment and/or criminal justice systems."* http://lankellychase.org/multiple-disadvantage/

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