



## Form to be used for the Full Equalities Impact Assessment

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<b>Service Area:</b> Community Services		<b>Section:</b> Oxford Community Impact Fund	<b>Date of Initial assessment:</b> 1 April 2022	<b>Key Person responsible for assessment:</b> Paula Redway	<b>Date assessment commenced:</b> 1 April 2022 – followed by annual updates – the most recent on 16 October 2024
<b>Name of Policy to be assessed:</b>		Grant allocations to community and voluntary organisations 2024-25			
<b>1. In what area are there concerns that the policy could have a differential impact</b>		<b>Race</b> ✓		<b>Disability</b> ✓	
		<b>Gender reassignment</b> ✓		<b>Religion or Belief</b> ✓	
		<b>Sex</b> ✓		<b>Pregnancy and Maternity</b> ✓	
<b>Other strategic/ equalities considerations</b>		<b>Safeguarding/ Welfare of Children and vulnerable adults</b> ✓ <b>Housing and Homelessness Strategy</b> ✓		<b>Thriving Communities Strategy</b> ✓ <b>Anti-Racism Charter</b> ✓ <b>Oxford City Council Corporate Strategy</b> ✓	
<b>2. Background:</b>  Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact		In 2021, a strategic review of Oxford City Council's community grants programme was undertaken in order to improve the efficiency, effectiveness, reach and impact of the grants. Given the consequences of the pandemic there was a strong equalities focus within the review. In essence the review itself was an in depth Equalities Impact Assessment of the previous grant management arrangements. As a result of the review, previous grant streams were combined into one new holistic one – the Oxford Community Impact Fund. This EIA relates to the impact of the second full			

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Assessment.	year of the funding programme and the recommendations for 2025-6.
<p><b>3. Methodology and Sources of Data:</b></p> <p>The methods used to collect data and what sources of data</p>	<p>The data used was supplied by grant applicants who confirmed, as part of the application process, which communities of geography, interest and identity – including those with protected characteristics – would be positively impacted if they were awarded funding. The data is illustrated in the pie charts in Appendix 2.</p>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul>	<p>Giving details about how grants will help to reduce inequalities in the city is a compulsory question. The summary of the replies given by the successful grant applicants is illustrated in the pie chart in Appendix 2.</p> <p>As the illustrations confirm, the balance of grant allocations reflect the diversity of the city including the people and places facing the greatest inequalities.</p> <p>Grant application and monitoring processes were previously a barrier to access for some groups including those for whom English isn't their first language, however the following improvements have been made since the launch of the Oxford Community Impact Fund:</p> <ul style="list-style-type: none"> <li>• The new Community Impact Fund application and assessment process has been streamlined using plain English and avoiding jargon</li> <li>• Comprehensive support is given both in group and individual meetings with grant applicants and assessors to explain how to apply for/assess the grants including going through the application form and answering any questions people may have. Answers to the questions are then added to a Frequently Asked Questions list on the Community Impact Fund page online</li> <li>• Applications and monitoring information can be made/given in different ways including different languages and different formats e.g. video submissions</li> <li>• The application and assessment process includes options to give feedback which is then acted upon.</li> </ul>

	<p>Some groups had previously been unaware of the funding available - the following actions have been undertaken to address this:</p> <ul style="list-style-type: none"> <li>• Funding calls have been more widely targeting underrepresented groups</li> <li>• Locality managers are helping to promote grants in the community</li> <li>• The grants programme is also promoted via network meetings e.g. the Interfaith Group</li> </ul>									
<p><b>5. Assessment of Impact:</b> Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<table border="1" data-bbox="752 523 2175 927"> <tr> <td data-bbox="752 523 1279 715"> <p><b>Race</b> Positive impact</p> </td> <td data-bbox="1288 523 1814 715"> <p><b>Disability</b> Positive impact</p> </td> <td data-bbox="1823 523 2175 715"> <p><b>Age</b> Positive impact</p> </td> </tr> <tr> <td data-bbox="752 721 1279 820"> <p><b>Gender reassignment</b> Positive impact</p> </td> <td data-bbox="1288 721 1814 820"> <p><b>Religion or Belief</b> Positive impact</p> </td> <td data-bbox="1823 721 2175 820"> <p><b>Sexual Orientation</b> Positive impact</p> </td> </tr> <tr> <td data-bbox="752 826 1279 927"> <p><b>Sex</b> Positive impact</p> </td> <td data-bbox="1288 826 1814 927"> <p><b>Pregnancy and Maternity</b> Positive impact</p> </td> <td data-bbox="1823 826 2175 927"> <p><b>Marriage &amp; Civil Partnership</b> Positive impact</p> </td> </tr> </table> <p>The actions and mitigations above have led to a wider variety of projects being funded which are designed to have a positive impact for those most in need including those with protected characteristics who have been impacted by the cost of living crisis.</p> <p>The availability of funding has been promoted more widely. As a result, there has been a significant increase in applications with over 20% of grants being awarded to new applicants.</p>	<p><b>Race</b> Positive impact</p>	<p><b>Disability</b> Positive impact</p>	<p><b>Age</b> Positive impact</p>	<p><b>Gender reassignment</b> Positive impact</p>	<p><b>Religion or Belief</b> Positive impact</p>	<p><b>Sexual Orientation</b> Positive impact</p>	<p><b>Sex</b> Positive impact</p>	<p><b>Pregnancy and Maternity</b> Positive impact</p>	<p><b>Marriage &amp; Civil Partnership</b> Positive impact</p>
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<p><b>6. Consideration of Measures:</b></p>	<p>Feedback is sought via a range of sources on an ongoing basis including briefing sessions, the grant application form, email and phone. After initial small amends to the application form, feedback has</p>									

<p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>been predominantly concerned about the decline in available public funding and the impact this will have on delivery. Options to increase the availability of funding are:</p> <ol style="list-style-type: none"> <li>a) Maintaining the budgeted level of funding as it is</li> <li>b) Increasing the budgeted level of funding available</li> <li>c) Increasing the level of funding available via alternative mechanisms</li> </ol> <p>Officers are recommending option c) as it will help to increase the availability of the funding without putting additional pressure on council resources, which would likely be counterproductive.</p> <p>Officers are recommending focussing and streamlining the criteria for application from April 2025 in order to reduce the time it takes for organisations to apply for grants and for city council staff to assess grant applications.</p>
<p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>The impact of the grants will be monitored via qualitative and quantitative monitoring including:</p> <ul style="list-style-type: none"> <li>• Statistical information relating to beneficiaries</li> <li>• Learning sessions to share best practice, identify and mitigate gaps</li> <li>• Impact monitoring over a longer period of time including case studies, photos, collecting and sharing stories, videos etc.</li> <li>• An annual report will come to cabinet reviewing the previous year and proposing any changes to the criteria</li> </ul>
<p><b>7. Date report signed off:</b></p>	<p>22 November 2024</p>
<p><b>8. Conclusions:</b></p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>The conclusion is that the policy impact will be a positive one from every perspective of EDI.</p>

<b>9. Are there implications for the Service Plans?</b>	NO	<b>10. Date the Service Plans will be updated</b>	NA	<b>11. Date copy sent to Equalities Lead Officer</b>	NA
<b>13. Date reported to CMT:</b>	21 October 2024	<b>14. Date reported to Scrutiny Committee:</b>	2 December 2024	<b>12. The date the report on EqIA will be published</b>	22 November 2024

Signed (completing officer)



Signed (Lead Officer) #

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**Please list the team members and service areas that were involved in this process:**

Paula Redway – Culture and Community Development Manager  
 Maria Clark – Grants and External Fundraising Officer  
 Mili Kalia – Equality, Diversity and Inclusion Lead – Community Services

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