



Form to be used for the Full Equalities Impact Assessment

Service Area: Community Services		Section: Oxford Community Impact Fund	Date of Initial assessment: 1 April 2022	Key Person responsible for assessment: Paula Redway	Date assessment commenced: 1 April 2022 – followed by annual updates – the most recent on 1 July 2025
Name of Policy to be assessed:			Grant allocations to community and voluntary organisations 2024-25		
1. In what area are there concerns that the policy could have a differential impact			Race ✓	Disability ✓	Age ✓
			Gender reassignment ✓	Religion or Belief ✓	Sexual Orientation ✓
			Sex ✓	Pregnancy and Maternity ✓	Marriage & Civil Partnership ✓
Other strategic/ equalities considerations			Safeguarding/ Welfare of Children and vulnerable adults ✓ Housing and Homelessness Strategy ✓	Thriving Communities Strategy ✓ Anti-Racism Charter ✓ Oxford City Council Corporate Strategy ✓	Mental Wellbeing/ Community Resilience ✓
2. Background: Give the background information to the policy and the perceived problems with the policy which are			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		

the reason for the Impact Assessment.	holistic one – the Oxford Community Impact Fund. This EIA relates to the impact of decisions relating to funding awards for Big Ideas and Small grants from 2025-6.
3. Methodology and Sources of Data: The methods used to collect data and what sources of data	The data used was supplied by grant applicants who confirmed, as part of the application process, which localities they would work in, who they would work with – including those with protected characteristics – and what type of activity they would deliver. This information was used, alongside the grant assessment scores, to ensure recommendations for funding best met the needs of Oxford's diverse communities.
4. Consultation This section should outline all the consultation that has taken place on the EIA. It should include the following. <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	Giving details about how grants will help to reduce inequalities in the city is a compulsory question. The balance of grant allocations reflect the diversity of the city including the people and places facing the greatest inequalities. 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: <ul style="list-style-type: none"> • The new Community Impact Fund application and assessment process has been streamlined using plain English and avoiding jargon • 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. • Applications and monitoring information can be made/given in different ways including different languages and different formats e.g. video submissions • The application and assessment process includes options to give feedback which is then acted upon. Some groups had previously been unaware of the funding available - the following actions have been undertaken to address this: <ul style="list-style-type: none"> • Funding calls have been more widely targeting underrepresented groups • Locality managers are helping to promote grants in the community

	<ul style="list-style-type: none">• The grants programme is also promoted via network meetings e.g. the Interfaith Group• This has led to a significant increase in new applicants both making applications and being awarded funding									
5. Assessment of Impact: 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	<table><tr><td>Race Positive impact</td><td>Disability Positive impact</td><td>Age Positive impact</td></tr><tr><td>Gender reassignment Positive impact</td><td>Religion or Belief Positive impact</td><td>Sexual Orientation Positive impact</td></tr><tr><td>Sex Positive impact</td><td>Pregnancy and Maternity Positive impact</td><td>Marriage & Civil Partnership Positive impact</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.</p> <p>The availability of funding has been promoted more widely. As a result, there was a 59% increase in applications from new applicants with 33% of Big Ideas grants being awarded to new applicants.</p>	Race Positive impact	Disability Positive impact	Age Positive impact	Gender reassignment Positive impact	Religion or Belief Positive impact	Sexual Orientation Positive impact	Sex Positive impact	Pregnancy and Maternity Positive impact	Marriage & Civil Partnership Positive impact
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6. Consideration of Measures: This section should explain in detail all the consideration of alternative	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 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>approaches/mitigation of adverse impact of the policy</p>	<p>a) Maintaining the budgeted level of funding as it is b) Increasing the budgeted level of funding available c) Increasing the level of funding available via alternative mechanisms</p> <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>The criteria for application from April 2025 was streamlined 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>6a. Monitoring Arrangements:</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"> • Statistical information relating to beneficiaries • Learning sessions to share best practice, identify and mitigate gaps • Impact monitoring over a longer period of time including case studies, photos, collecting and sharing stories, videos etc. • An annual report will come to cabinet reviewing the previous year and proposing any changes to the criteria 				
<p>7. Date report signed off:</p>	<p>1 July 2025</p>				
<p>8. Conclusions:</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>				
<p>9. Are there implications for the Service Plans?</p>	<p>NO</p>	<p>10. Date the Service Plans will be updated</p>	<p>NA</p>	<p>11. Date copy sent to Equalities Lead Officer</p>	<p>NA</p>

13. Date reported to CMT:	NA	14. Date reported to Scrutiny Committee:	NA	12. The date the report on EqlA will be published	NA
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Signed (completing officer)

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