

## Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's [Public Sector Equality Duty \(PSED\) \(Equality Act 2010\)](#).

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
  - b. **identify ways to advance equality of opportunity,**
  - c. **foster good relations.**
2. [An EqIA must be done before making any decision\(s\)](#) that may have an impact on people and/or services that people use and depend on.
  3. [An EqIA form is one of many tools](#) that can simplify and structure your equalities assessment.
  4. We are passionate about equalities, and we highly recommend that [Corporate Management Team \(CMT\) reports and all projects must attach an EqIA](#).

## A good EqIA has the following attributes:

1. **Comprehensively considers the [9 protected characteristics](#).**

1. Age	6. Race & Ethnicity
2. Disability	7. Religion or Belief
3. Gender Reassignment	8. Sex
4. Marriage & Civil Partnership	9. Sexual Orientation
5. Pregnancy & Maternity	<b>NEW- Socio-economic inequalities (voluntary adoption)</b>
	<b>NEW- Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)</b>

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.

- 7. Provides clear **justifications** for your decisions.
- 8. It is written in **plain English** with simple short sentence structures.

## Section 1: General overview of the activity under consideration

1.	<b>Name of activity being assessed.</b>	Grant allocations to community and voluntary organisations 2026-27	2.	<b>The implementation date of the activity under consideration:</b>  1 April 2026
3.	<b>Directorate/Department(s):</b>	Communities and Citizens	4.	<b>Service Area(s):</b>  Culture and Community Development
5.	<b>Who is (are) the assessment lead(s):</b> <b>Please provide:</b> -Name -Email address	Paula Redway, Culture and Community Development Manager <a href="mailto:predway@oxford.gov.uk">predway@oxford.gov.uk</a>	6.	<b>Contact details, in case there are queries:</b> <b>Please provide:</b> -Name -Email address  Paula Redway, Culture and Community Development Manager <a href="mailto:predway@oxford.gov.uk">predway@oxford.gov.uk</a>
7.	<b>Is this a new or ongoing EqlA?</b>	New	8.	If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.  NA
9.	<b>Date this EqlA started:</b>	15 April 2026		
10.	<b>Will this EqlA be attached to <a href="#">Corporate Management Team (CMT)</a> reports/updates, which will be published online?</b>	NA	11.	<b>Give a date (tentative or otherwise) when this assessment will be taken to the CMT.</b>  NA

**Section 2: About the activity, change, or policy that is being assessed.**

<p><b>12.</b></p>	<p><b>Type of activity being considered:</b></p> <p>Check the most appropriate.</p>	<input type="checkbox"/>	<input type="checkbox"/> Decommissioning	<input type="checkbox"/> Commissioning	<input type="checkbox"/>
<p><b>13.</b></p>	<p><b>Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil?</b></p> <p>Please check as needed.</p>	<input type="checkbox"/> Good, affordable homes	<input type="checkbox"/> Strong, fair economy	<input checked="" type="checkbox"/> Thriving Communities	<input type="checkbox"/> Zero Carbon Oxford <input type="checkbox"/> Well run council
<p><b>14.</b></p>	<p><b>Which priority area(s) within <u>Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</u> does this activity fulfil?</b></p> <p>Please check as needed.</p>	<input type="checkbox"/> Responsive services and customer care.	<input type="checkbox"/> Diverse and engaged workforce.	<input type="checkbox"/> Leadership & organisational commitment.	<input checked="" type="checkbox"/> Understanding and working with our communities.
<p><b>15.</b></p>	<p><b>Outline the aims, objectives, &amp; priorities of the activity being considered.</b></p>	<p>The aim is to ensure that Grant allocations to community and voluntary organisations 2026-27 are undertaken in a manner which delivers the key objective of the fund which is to help to reduce inequalities in the city.</p>			

<p><b>16. Please outline the consequences of not implementing this activity.</b>  <b>For example,</b>          -Existing activity does not fulfill Corporate Objectives,          -existing activity is discriminatory and not fulfilling Council's PSED,          ... to name a few.</p>	<p>The consequences of not implementing this activity is that opportunities will be missed to ensure that Oxford Community Impact funding assists with reducing inequalities in the city for people with protected characteristics and socio-economic inequalities.</p>
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**Section 3: Understanding service users, residents, staff and any other impacted parties.**

<p><b>17. Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</b></p> <p><b>Please provide details—</b>          -when,          -how many, and          -the approach taken.</p>	<p>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 and extensive consultation was undertaken over a period of six months in a range of formats including interviews, focus groups, questionnaires etc. 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. Cabinet agreed the main aim of the fund is to help to reduce inequalities in the city and the application process was amended to ensure that grant applicants give details of the geographic areas, types of activity they will run and who the activity will be for as part of the application process. They also need to detail how the activity will help to reduce inequalities in the city. This information is considered by the award panel. This Equality Impact Assessment relates to decisions made about funding in 2024-5.</p>
<p><b>18. List information and data used to understand who your residents or staff are and how they will be impacted.</b></p> <p><b>These could be-</b>          -third-party research,          -census 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 and those living in socio-economic inequality – would be positively impacted if they were awarded funding. The data is illustrated in the pie charts in Appendix 2.</p>

	-legislation, -articles, -reports, -briefs.	
<b>19.</b>	<p><b>If you have not done any consultations or collected data &amp; information, are you planning to do so in the future?</b></p> <p>Please list the details – -when, -with whom, and -how long will you collect the relevant data.</p>	Not applicable

**Section 4: Impact analysis.**

<b>20.</b>	<b>Who does the activity impact?</b>	<b>Service Users</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
	<b>Check as needed.</b>	<b>Members of staff</b>	No <input type="checkbox"/>	<b>No</b> <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
	The impact may be positive, negative or unknown.	General public	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		<b>Partner / Community Organisation</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		<b>City Councillors</b>	Yes <input type="checkbox"/>	<b>No</b> <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>

<b>Council suppliers and contractors</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
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<b>21.</b>		<b>Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?</b>				
<b>Protected Characteristic</b>	Positive	Negative	Neutral	Don't know	<b>Data/information/evidence supporting your assessment</b>	<b>Analysis &amp; insight Mitigations</b>
<b>Age</b>  78	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include social Thursdays at Oxford Playhouse for older/isolated people; Oxford Hub tutoring project for young people; Name It Youth Project for young people
<b>Disability</b>  (Visible and invisible)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include support given my My Life My Choice for people with learning disabilities; support given by My Vision Oxford for people with visual impairments; Pegasus Theatre

						ROAR disability arts programme
<b>Gender re-assignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include Young Women's Music Project for young women, trans and non-binary people; support given by Oxford Pride
<b>Marriage &amp; Civil Partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Not applicable	NA
<b>Race, Ethnicity and/or Citizenship</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include Mandala Theatre Company centering the voices of ethnically diverse young people, IF Oxford development of Global Majority artists; Tandem Collective Global folk band; Cowley Road Carnival celebrating diversity and community cohesion
<b>Pregnancy &amp; Maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include Music Matters for early years and their parents and the Story Museum's early years Start with a Story scheme

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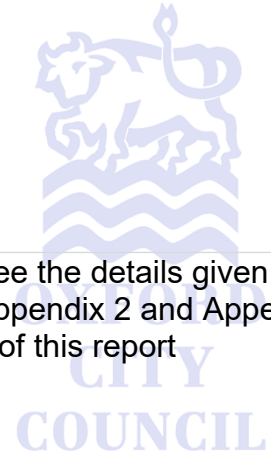
<b>Religion or Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Whilst grant funding isn't given specifically to support religious activity, people of many different religions across the city benefit from it – e.g. refugees, asylum seekers and migrant workers
<b>Sex</b>	<input checked="" type="checkbox"/>			<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include Refugee Resource's women's service; Young Women's music project; Pegasus Theatre's Looking Forward project for young women
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	See the details given in Appendix 2 and Appendix 4 of this report	Examples include support for Oxford Pride and Asylum Welcome's support for LGBTQIA+ asylum seekers

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Sex

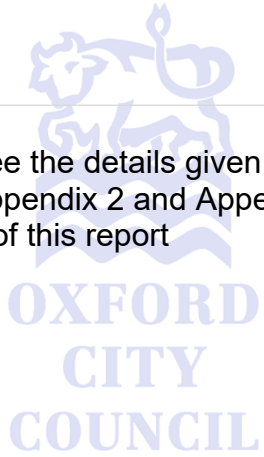
Sexual Orientation



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<p><b>Socio-economic inequalities such as:</b></p> <ul style="list-style-type: none"> <li>- income and factors that impact income.</li> <li>-access to jobs</li> </ul> <p>This was voluntarily adopted by <a href="#">Oxford City Council on the 13<sup>th</sup> of March 2024.</a></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<p>See the details given in Appendix 2 and Appendix 4 of this report</p>	<p>Examples include AFiUK’s work to improve economic inclusion through employability training and free tickets offered by Oxford Playhouse for people living in socio-economic inequalities</p>
<p><b>Other (voluntary consideration)</b></p> <p><b>Sanctuary seeking status leading to intersecting inequalities experienced by</b></p> <p><b>For example:</b></p> <p>asylum seeker, refugee, person with insecure immigration status</p> <p><a href="#">Oxford City Council became a local authority of sanctuary in</a></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<p>See the details given in Appendix 2 and Appendix 4 of this report</p>	<p>Examples include Arts at the Old Fire Station’s work with Crisis and Aspire Oxford’s work to support people in homelessness pathways</p>

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December 2024, thereby committing to learn from our experiences, embed inclusive practices and share efforts to create a culture of welcome and safety for all.						
<b>Other</b> <b>For example:</b> - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	 	

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## Section 5: Conclusion(s) of your Full Impact Assessment

<b>22.</b>	<b>Conclusions.</b>						
	<input type="checkbox"/>	Stop and reconsider the activity.	<input type="checkbox"/>	Adjust activity before beginning the activity and continue to monitor.	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with activity	<input type="checkbox"/>

					but continue to monitor.	monitor in the future.
<b>23.</b>	<b>Please explain how you have reached your conclusions above.</b>		<b>Benefits of Implementation:</b>	Promotes Equity; Enhances Diversity; Improves Representation as demonstrated in Appendix 2 and Appendix 4 of this report.		

## Section 6: Monitoring and review plan.

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 ∞ The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA. These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

<b>24.</b>	<b>Who or which team or service area will be responsible for monitoring equalities impact?</b>	Culture and Community Development
	<b>For example-</b> - team, - directorate, - service area, - Equalities Steering Group, etc.	
<b>25.</b>	<b>Who (individual, team, or service area) will be</b>	Paula Redway, Culture and Community Development Manager

26.	responsible for carrying out the EqlA review?	27.	Date when the EqlA will be reviewed again.	31 January 2027
	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.		Annually	

## Section 7: Sign-off

<p>84 Name: Paula Redway</p> <p>Job Title: Culture and Community Development Manager</p> <p>Signature: </p> <p>-----</p> <p>Name: Full Name</p> <p>Job Title: Type here</p> <p>Signature: _____</p> <p>-----</p>	 <p>www.oxfordcitycouncil.gov.uk</p>	<p>Name: Full Name</p> <p>Job Title: Type here</p> <p>Signature: _____</p> <p>-----</p> <p>Name: Full Name</p> <p>Job Title: Type here</p> <p>Signature: _____</p> <p>-----</p>
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- Suggested list of people to include are:**
- 1) Project lead/manager.
  - 2) Head of service area or team.
  - 3) Person who completed the EqlA.
  - 4) EDI Lead.
  - 5) EDI Specialist.
  - 6) For joint projects, please consider the following:
    1. Other project leads
    2. Other service area and/or team lead/manager

Name: Full Name

Job Title: Type here

Signature:

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Name: Full Name

Job Title: Type here

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Name: Full Name

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**You have now reached the end of the assessment.**

**⚠ Please appended this to any reports and project files for reference.**

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