

Resident Impact Assessment

Title of policy, procedure, function, service activity or financial decision: Voluntary and Community Sector Partnership Grants Programme Reviews 2021-2024

Service Area: Voluntary and Community Sector Development Team, Fairer Together Directorate

1. What are the intended outcomes of this policy, function etc.?

VCS Grants Programme 2021 - 2024

The Council's VCS Partnership Grants Programme is a corporate undertaking, requiring collaboration across the organisation to ensure that that the programme responds to corporate priorities and the aims and objectives of different departments.

The programme is structured around the following strands:

- Community Hubs
- Delivery Partners
- Capacity Building
- Equalities and Cohesion Networks
- Volunteering
- Independent Advice and Navigation

The Council's current VCS Partnership Grants Programme started in January 2021, with the Voluntary and Community Sector Development Team unable to fund in 4 areas of the grant programme. In September 2020 the Voluntary and Community Sector Committee approved the recommendation to ring-fence funding in the four areas of the Grants Programme following reviews. The four reviews undertaken looked into:

- Volunteering
- Capacity Building

Within the Equalities and Cohesion Networks strand:

- Disability Provision
- Black Caribbean Provision

The VCS Development Team carried out the reviews into Disability provision and Black Caribbean provision and an independent organisation were procured to carry out the Volunteering and Capacity Building reviews (Locality).

The funding ring fenced for the VCS Partnership Grants Programme 2021-2024 is detailed in the table below:

| Strand | Grant Total (per annum) | Total for Duration of Grant Period (1st July 2021 – 31st March 2024) |
|---|---|---|
| Equalities and Cohesion Networks | £30,000 Disabilities offer £30,000 Black and Minority Ethnic offer | £82,500 £82,500 |
| Capacity Building | £40,000 | £110,000 |
| Volunteering | £35,000 | £96,250 |
| Total | £135,000 | £371,250 |

Following the reviews, reports were produced for all four areas which were used to update the prospectuses in three areas: Volunteering, Capacity Building and Disability provision. The recommendation following the review into Black Caribbean provision is for the ring-fenced funding of £30k per annum to be used to work with Islington’s Black Caribbean community, with the aim of developing a programme of capacity-building support to establish a formalised group of community representation.

The applications received for Volunteering, Capacity Building and Disability provision were assessed by the VCS Development team. At each stage in the process, officers assessed recommendations in line with the need to establish a balanced and diverse portfolio working with different sections of the community and across the borough’s wards.

After consideration, the recommendations have been decided based on the following factors:

- Meeting the requirements and criteria for each strand as detailed in the updated prospectus
- Geographical spread across the borough
- Thematic spread
- Equalities and protected characteristics
- The benefit and impact of core funding to organisations

The Council has a strong partnership with the voluntary, community and not-for-profit sector and values highly the role that local independent organisations play in meeting the needs of some of Islington’s most disadvantaged communities.

The VCS Partnership Grants Programme 2021-2024 builds on the overarching aim of the Council’s work with the VCS to support the Council priority of making Islington a fairer place and the ambitions we have for our community through the Fairer Together programme.

2. Resident Profile

Who is going to be impacted by this change i.e. residents/service users/tenants? Please complete data for your service users. If your data does not fit into the categories in this table, please copy and paste your own table in the space below. Please refer to **section 3.3** of the guidance for more information.

The VCS Partnership Grants Programme 2021-24 reviews will provide grant funding for 3 organisations working with residents across the borough. Of these, all the organisations

currently receive funding. These organisations deliver an extensive range of services and activities for Islington residents at key geographical locations and across the protected characteristics.

By working with the Equality and Fairness team and engaging with the Black community in the borough the VCS Development team can ensure that the funding for Black Caribbean provision is used creatively to support organisations and residents from this ethnic group, alongside the wider corporate Challenging Inequality programme and engagement piece which are due to take place.

By funding an organisation working with residents with disabilities in the borough the council can ensure it is supporting the development and delivery of services and activities in Islington and also work with the wider VCS to ensure that the priorities and needs of disabled residents are championed and heard.

Examination of the profile of beneficiaries that applicants have identified in their respective submissions indicate that the organisations being recommended for funding will represent the diverse communities in Islington, particularly focussing on those that are disadvantaged as a result of their ethnicity and disability but also working across all of the protected characteristics.

| | | Borough profile |
|---------------------------|------------------------------|------------------------|
| | | Total: 206,285 |
| Gender | Female | 51% |
| | Male | 49% |
| Age | Under 16 | 32,825 |
| | 16-24 | 29,418 |
| | 25-44 | 87,177 |
| | 45-64 | 38,669 |
| | 65+ | 18,036 |
| Disability | Disabled | 16% |
| | Non-disabled | 84% |
| Sexual orientatio | LGBT | No data |
| | Heterosexual/straight | No data |
| Race | BME | 52% |
| | White | 48% |
| Religion or belief | Christian | 40% |
| | Muslim | 10% |
| | Other | 4.5% |
| | No religion | 30% |
| | Religion not stated | 17% |

3. Equality impacts

With reference to the [guidance](#), please describe what are the equality and socio-economic impacts for residents and what are the opportunities to challenge prejudice or promote understanding?

Overview

A key aim of the VCS Partnership Grants Programme 2021-2024 is to provide core funding to voluntary and community sector organisations working across Islington's diverse communities in order to improve outcomes for residents and communities with protected characteristics.

The fund seeks, not only to pay due regard to the aims of the Equality Act 2010, but to actively support a portfolio of organisations that can pro-actively address structural inequalities within the borough, in particular where there are voluntary and community organisations that are well-placed to reach communities at risk of exclusion.

In order to be eligible for funding, all organisations are required to have an Equal Opportunities Policy and adhere to the Equality Act 2010.

In the initial application process which opened in January 2020 no organisations were recommended for funding in the Volunteering and Capacity Building strands, and within the Equalities and Cohesion Networks strand no organisations which support Black Caribbean residents and residents with disabilities were recommended for funding. It was agreed at the Voluntary and Community Sector Committee in September 2020 to ring-fence funding in these areas while reviews were undertaken to understand the needs, priorities and areas of focus in these areas.

Following the reviews, applications for funding were received in the areas of Capacity Building, Volunteering and Disability provision.

Through the application process all organisations were required to detail how they would challenge inequality, promote community cohesion and empower residents and communities to be resilient and feel a sense of belonging in the borough.

Application Summary and Equalities Assessment

A total of 8 applications were received, requesting funding in the following areas:

| Strand | Total received | Not Recommended for Funding | Recommended for Funding |
|-------------------|----------------|-----------------------------|-------------------------|
| Capacity Building | 2 | 1 | 1 |
| Volunteering | 3 | 2 | 1 |
| Disability | 3 | 2 | 1 |
| Total | 8 | 5 | 3 |

In line with the aspirations of the VCS Partnership Grants Programme, funding is being recommended to organisations working across all protected characteristics but which may have a specific focus on a particular group.

Equality and Cohesion Networks Strand

The Equality and Cohesion Networks strand is a new strand of the VCS Partnership Grants programme 2021-2024 which will bring together strategic leaders working across a range of protected characteristics, ensuring that the voice and challenge of organisations who represent or work with residents with protected characteristics is elevated. Critical to this will be collaboration and partnership between organisations who work with specific protected characteristics, to reflect the reality that many residents would identify as having more than one protected characteristic.

This particular strand set the following objectives for organisations to:

- Act as a strategic leader in the area of equalities and community cohesion
- Deliver, co-produce or provide sign-posting to services that improve wellbeing and quality of life for people with protected characteristics
- Transform attitudes and behaviours towards people with protected characteristics
- Work collaboratively across the wider equalities agenda to ensure residents facing multiple discrimination are recognised and supported

This funding is reflective of the Council's commitments and aspirational work with community partners to tackle structural inequality in the borough. These partners will be integral to the Council's Challenging Inequalities Programme.

Within the Equality and Cohesion Networks strand, ring-fenced funding is being recommended to support a pan-disability organisation working across the borough to support residents with disabilities. The organisation's vision is to enable local disabled people to access services and entitlements and challenge exclusion and discrimination. The funding will support the organisation to deliver its vision.

Within the Equality and Cohesion Networks strand for Black Caribbean provision it is being recommended that £30k per annum be used to work with Islington's Black Caribbean community, with the aim of developing a programme of capacity-building support to establish a formalised group of community representation.

Implications of this approach are detailed below:

- The VCS Development team can work creatively with colleagues in the Equalities team to understand what the most appropriate means is of supporting the voluntary and community sector in its work with the Black Caribbean community, following the findings of the wider engagement work currently taking place.
- Insight from this wider work will enable the council to better understand if there is an existing coalition or network which can bring together organisations working with Black Caribbean residents in the borough, or appetite to establish a new one, with the VCS

Development team providing support for any capacity-building needs organisations wishing to apply may have.

The reviews undertaken within this strand of the grants programme will have positive impacts for both disabled and Black Caribbean residents in the borough. The continuing partnership working will involve supporting resident-led initiatives and activities which bring together groups or networks in the community to promote community cohesion and work collaboratively across the wider equalities agenda.

This includes working with the wider voluntary and community sector to champion the views of these communities and working to challenge inequality and transform attitudes and behaviours towards those across the protected characteristics.

Volunteering and Capacity-building Strands

Funding is being recommended for one organisation in both the Volunteering and Capacity Building strands of the grants programme to work with a range of Voluntary and Community Sector organisations across the borough to support them to build capacity in order to best support residents across a range of protected characteristics.

This funding will ensure a diverse portfolio of support and partnership with the VCS in the borough including supporting the development of grassroots organisations and initiatives which support some of the most marginalised groups in the community through training, securing funding and resources.

4. Safeguarding and Human Rights impacts

a) Safeguarding risks and Human Rights breaches

Please describe any safeguarding risks for children or vulnerable adults AND any potential human rights breaches that may occur as a result of the proposal? Please refer to **section 4.8** of the [guidance](#) for more information.

As part of the application and assessment process of the VCS Partnership Grants Programme 2021-2024 organisations were required to confirm they have key safeguarding documents including up to date Safeguarding and Equalities policies. Organisations were also assessed in the application on how they would ensure they maintain the highest level of commitment to the safeguarding of children, adults, employees and volunteers.

Successful organisations will need to provide up to date Safeguarding and Equality policies for their organisation and demonstrate that they participate in Safeguarding Training. They will also need to submit details of safeguarding alerts and other serious incidents within their service to the Council and other relevant bodies.

If potential safeguarding and human rights risks are identified then please contact equalities@islington.gov.uk to discuss further:

5. Action

How will you respond to the impacts that you have identified in sections 3 and 4, or address any gaps in data or information?

For more information on identifying actions that will limit the negative impact of the policy for protected groups see the [guidance](#).

| Action | Responsible person or team | Deadline |
|---|--|--|
| Working in partnership with the funded organisation of a borough-wide pan-disability focussed equalities and cohesion network that can assist the Council in delivering its ambitions for a fairer Islington. | VCS Development Team | Ongoing 2021-2024 (grant programme duration) |
| To work with Islington's Black Caribbean community, with the aim of developing a programme of capacity-building support to establish a formalised group of community representation. | VCS Development Team/Fairness and Equalities | Ongoing 2021-2024 (grant programme duration) |
| Engage equality and cohesion networks and key VCS organisations through Islington's Challenging Inequalities Programme. | VCS Development Team/Fairness and Equalities | Ongoing 2021 - 2024 (grant programme duration) |
| Working in partnership with the funded organisation focussed on Volunteering and Capacity Building support to assist the Council in delivering its ambitions for a fairer Islington. | VCS Development Team | Ongoing 2021 - 2024 (grant programme duration) |

Please send the completed RIA to equalites@islington.gov.uk and also make it publicly available online along with the relevant policy or service change.

This Resident Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Staff member completing this form:

Signed: Katie Roxburgh

Date: 09/06/2021

Head of Service or higher:

Signed: John Muir

Date: 12/06/2021