

Equality Impact Assessment

Summary of decision to be made:	Capital and revenue grant allocations from 2019/20 to 2021/22		
Lead Officer (job title):	Head of Finance and Procurement, Corporate Governance Officer		
Date the final decision is due to be made:	28/01/2019	Date this assessment commenced:	09/07/2018
Is the decision relevant to the aims of the Public Sector Equality Duty to:			
Eliminate discrimination, harassment and victimisation	Yes		
Advance equality of opportunity	Yes		
Foster good relations	Yes		
Background:			
<p>The Council's Five Year Plan (2017-22) includes a priority for providing value by being innovative and finding different ways to deliver the same or better services for less money. We will also continue to be an enabling council. This means that where we cannot provide a service, we will actively encourage and work with others to do so.</p> <p><i>Council budgets and funding</i></p> <p>The Council's Medium Term Financial Strategy (MTFS) 2017/18 to 2021/22 was agreed by Full Council on 22 February 2017 and projected the financial impact of the Council's current and proposed policies in the short and medium term. The MTFS includes a strategic financial objective to create a balanced budget without the use of general reserves.</p> <p>In December 2017 Full Council agreed to delegate authority to the Head of Economic Development and Property, and S151 Officer, in consultation with the Leader and the Portfolio Holder for Finance and Governance to allocate funding to specific aspects within the civic development. Full Council endorsed the scheduled £2.3 million of cost reductions to the base revenue budget as a basis from which to fund the net cost of repaying the borrowing. The schedule of budget changes included alternative ways to support community groups.</p> <p>In December 2018, Cabinet agreed that the Funding Strategy for the civic development be amended to utilise the higher proceeds from business rate growth to support community groups.</p> <p><i>Community Grants</i></p> <p>The Council gives grants to voluntary and community groups for projects which help to achieve the Council's priorities and other key strategies. In 2013/14 grants were restricted to a small number of key organisations. These are organisations with whom we have long-standing relationships and who provide services that align most closely with the Council's corporate priorities and other key strategies. Many of these organisations provide services which the Council might otherwise deliver. There are also many other community and voluntary organisations within the Borough who operate without Council funding.</p> <p>In 2016, the Council introduced its own lottery scheme (TWLOTTO) for good causes as a means of raising additional funding for the community and voluntary sector.</p> <p>From 2016/17 the Council was in a position to extend three year agreements to all community revenue grant recipients and therefore revenue grants were approved in March 2016 for three-year agreements covering the period 2016/17-2018/19.</p> <p>In March 2018, the Grants Panel proposed indicative amounts of revenue grants for 2019/20 only. Following the amendment to the funding strategy by Cabinet in December 2018, the Council feels it is in a position to extend three year agreements to all community revenue grant recipients.</p>			

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This equality impact assessment will consider:

1. The proposed revenue grants for the three year agreements from 2019/20.
2. A proposal to remove a specific capital grants fund and allow organisations to bid for capital grants to be funded by TWLotto.

Data and consultation:

We completed a Residents' Survey in 2015. Providing community grants and funding the voluntary sector was ranked among the least important services by respondents. An equality impact assessment on the Five Year Plan did not identify any issues in relation to community grants. No comments about community grants were received in the consultation on the Medium Term Financial Strategy.

A consultation response on the Council's budget for 2018-19 was received from the Tunbridge Wells Town Forum asking for grants to community organisations to be maintained in full until such a time as the TWLotto is capable of paying out at least £250,000 annually. The Council's response to the consultation was that the 2018/19 budget maintains the financial commitments in place with the grant recipients despite government support for this Council being cut to zero. The lottery has only been in operation for six months and those organisations that have embraced this scheme are generating returns which are stable and grow unlike relying on Council funding.

A summary of the information contained in monitoring forms for organisations has been considered. In some cases, this contains information about the impact of the grant proposals. Discussions were also held with the organisations in March 2018.

Relevance to the three aims of the Public Sector Equality Duty:

The proposals are relevant to all aims of the equality duty as grants may be awarded to organisations which undertake activities that are relevant to each of the aims of the Public Sector Equality Duty.

Disability

Capital Grants

In 2018/19, capital grants were provided to organisations that provide services to people with disabilities. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.

Revenue Grants from 2019/20

The proposed allocations for the following grant recipients include reductions from the amount received in the previous year, however, from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with disabilities/carers who use their services:

- TW Citizens Advice Bureau
- Trinity Theatre
- IMAGO Community
- Number One Community Centre
- Paddock Wood Community Advice Centre
- Civic Society

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	<ul style="list-style-type: none"> – Member Community Grants (grant will cease) – Sounds of the Wells <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>It is possible that the proposal to reduce the grant to Shopmobility by £1,000 each year could impact on the viability of the organisation or people with disabilities who use their services. However, Shopmobility are able to pursue alternative sources of funding. Shopmobility have been working with the Shopping Centre to raise funds with bucket donations and have registered with TW Lotto. They have also been offered sponsorship already by tenants of the shopping centre.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> – West Kent Mediation – Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> – continue to monitor bids to the capital grants fund. <p><i>Revenue Grants from 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Discuss Shopmobility with Tunbridge Wells Together (town centre management group). – Hold a small grant contingency fund which can be allocated should there be a need.
Race	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people from all backgrounds. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected characteristic who use their services:</p> <ul style="list-style-type: none"> – TW Citizens Advice Bureau – Trinity Theatre

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	<ul style="list-style-type: none"> - IMAGO Community - Shopmobility - Number One Community Centre - Paddock Wood Community Advice Centre - Civic Society - Member Community Grants (grant will cease) - Sounds of the Wells <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> - West Kent Mediation - Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> - continue to monitor bids to the capital grants fund. <p><i>Revenue Grants from 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> - Continue to promote TWLotto and review how the central fund is allocated. - Hold a small grant contingency fund which can be allocated should there be a need.
Sex	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to all people with this protected characteristic. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however, from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected characteristic who use their services:</p> <ul style="list-style-type: none"> - TW Citizens Advice Bureau - Trinity Theatre

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Age	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people of all age groups. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however, from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected characteristic who use their services:</p> <ul style="list-style-type: none"> - TW Citizens Advice Bureau - Trinity Theatre

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Religion / Belief	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people from all backgrounds. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however, from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected characteristic who use their services:</p> <ul style="list-style-type: none"> – TW Citizens Advice Bureau – Trinity Theatre

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	<ul style="list-style-type: none"> – IMAGO Community – Shopmobility – Number One Community Centre – Paddock Wood Community Advice Centre – Civic Society – Member Community Grants (grant will cease) – Sounds of the Wells <p>Whilst Member Community Grants have been provided to organisations providing religious events in previous years, these represent one off costs or projects, therefore we do not consider that people with this protected characteristic would be significantly affected in future.</p> <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> – West Kent Mediation – Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> – continue to monitor bids to the capital grants fund. <p><i>Revenue Grants from 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Hold a small grant contingency fund which can be allocated should there be a need.
Sexual Orientation	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people from all backgrounds. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however, from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected</p>

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	<p>characteristic who use their services:</p> <ul style="list-style-type: none"> – TW Citizens Advice Bureau – Trinity Theatre – IMAGO Community – Shopmobility – Number One Community Centre – Paddock Wood Community Advice Centre – Civic Society – Member Community Grants (grant will cease) – Sounds of the Wells <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> – West Kent Mediation – Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> – continue to monitor bids to the capital grants fund. <p><i>Revenue Grants from 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Hold a small grant contingency fund which can be allocated should there be a need.
Pregnancy / Maternity	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people from all backgrounds. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however, from the information available at Annex1 and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected characteristic who use their</p>

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	<p>services:</p> <ul style="list-style-type: none"> – TW Citizens Advice Bureau – Trinity Theatre – IMAGO Community – Shopmobility – Number One Community Centre – Paddock Wood Community Advice Centre – Civic Society – Member Community Grants (grant will cease) – Sounds of the Wells <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> – West Kent Mediation – Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> – continue to monitor bids to the capital grants fund. <p><i>Revenue Grants 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Hold a small grant contingency fund which can be allocated should there be a need.
<p>Marital or Civil Partnership Status</p> <p><i>N.b. this protected characteristic is only relevant to one aim of the public sector equality duty (eliminating</i></p>	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people from all backgrounds. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however, from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected</p>

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<i>discrimination and harassment).</i>	<p>characteristic who use their services:</p> <ul style="list-style-type: none"> – TW Citizens Advice Bureau – Trinity Theatre – IMAGO Community – Shopmobility – Number One Community Centre – Paddock Wood Community Advice Centre – Civic Society – Member Community Grants (grant will cease) – Sounds of the Wells <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> – West Kent Mediation – Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> – continue to monitor bids to the capital grants fund. <p><i>Revenue Grants 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Hold a small grant contingency fund which can be allocated should there be a need.
Gender reassignment	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people of all genders. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>The proposed amounts for the following grant recipients include reductions from the amount received in the previous year, however from the information provided by organisations in previous years and our discussions with grant recipients, we consider that the level of reduction is not expected to significantly impact on the viability of the grant recipient or people with this protected</p>

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	<p>characteristic who use their services:</p> <ul style="list-style-type: none"> – TW Citizens Advice Bureau – Trinity Theatre – IMAGO Community – Shopmobility – Number One Community Centre – Paddock Wood Community Advice Centre – Civic Society – Member Community Grants (grant will cease) – Sounds of the Wells <p>We do not anticipate that there would be any predicted impacts if capital and revenue support is varied for Trinity Theatre as this would be in line with their ambitions to become grant free by investing in plans for income generation in future.</p> <p>The proposed allocations for the following grant recipients will be maintained at the same level of funding as 2018/19. Therefore, we do not consider that people with this protected characteristic will be affected:</p> <ul style="list-style-type: none"> – West Kent Mediation – Relate West & Mid Kent <p>Mitigating actions</p> <p><i>Capital Grants</i></p> <ul style="list-style-type: none"> – continue to monitor bids to the capital grants fund. <p><i>Revenue Grants 2019/20</i></p> <p>Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Hold a small grant contingency fund which can be allocated should there be a need.
Armed Forces Community	<p>Capital Grants</p> <p>In 2018/19, capital grants were provided to organisations that provide services to people from all backgrounds. Capital grants are given towards one off costs or projects and all organisations have advised that the projects will be self-funded after the grant funding. Therefore, we do not consider that people from the armed forces community would be affected in future from the proposals regarding capital grant funds.</p> <p>Revenue Grants from 2019/20</p> <p>Members of the armed forces community may be affected by any proposals relating to the TW Citizens Advice Bureau or Paddock Wood Community Advice Centre as they are able to offer advice to armed forces with regards to benefits and financial help. However, we consider that the proposed amounts for the revenue grants are unlikely to affect the armed forces community.</p>

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	<p>Mitigating actions</p> <p><i>Capital Grants</i> – continue to monitor bids to the capital grants fund.</p> <p><i>Revenue Grants 2019/20</i> Whilst we do not consider that there is a significant impact on people with this protected characteristic, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Hold a small grant contingency fund which can be allocated should there be a need. 			
Please tick the outcome of this assessment:	No impact	Adjust the policy	Continue the policy ✓	Stop and remove the policy
How will you summarise the impacts in the committee report:	<p>Decision-makers are reminded of the requirement under the Public Sector Equality Duty (s149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups.</p> <p><i>Revenue grants:</i></p> <p>Decision-makers are reminded of the requirement under the Public Sector Equality Duty (s149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups.</p> <p>Decision-makers should be aware that grants may be awarded to organisations which undertake activities that are relevant to each of the aims of the Public Sector Equality Duty. An equality impact assessment has been completed on the proposed grant allocations. The grant allocations represent a reduction from the previous three-year agreement for the Citizens Advice Bureau, Trinity Theatre, IMAGO Community, Shopmobility, Number One Community Centre, Paddock Wood Community Advice Centre, Civic Society and Sound of the Wells. Grants for West Kent Mediation and Relate West & Mid Kent will be maintained at the same level. Member Community Grants will cease. From the information provided by organisations in previous years, and our discussions with grant recipients, we do not consider that the proposed allocations will significantly impact on the viability of the grant recipients or people with protected characteristics who use their services. Whilst capital and revenue support may be varied for Trinity Theatre, this would be in line with their ambitions to become grant free by investing in plans for income generation in future and so no significant impacts are anticipated. It is possible that the proposed grant allocations for Shopmobility could result in an impact for people with disabilities who use their services however, the report notes that Shopmobility are able to pursue alternative sources of funding.</p> <p>Whilst we do not consider that there is a significant impact on people with protected characteristics, we recognise that, in some cases, the grant allocations are a reduction from the amounts in 2018-19. Therefore we will:</p> <ul style="list-style-type: none"> – Continue to promote TWLotto and review how the central fund is allocated. – Discuss Shopmobility with Tunbridge Wells Together (town centre management group) 			

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	<ul style="list-style-type: none">– Hold a small grant contingency fund which can be allocated should there be a need. <p><i>Capital grants:</i></p> <p>Whilst capital grants have been provided to organisations that provide services used by people with protected characteristics in the past, these are for have been for one off costs or projects. All organisations have advised that the projects will be self-funded after the grant funding, therefore, we do not consider that people with this protected characteristic would be affected in future from the proposals regarding capital grant funds. We will continue to monitor any bids for capital grants that are to be funded by TWLotto.</p>
When will you review this assessment:	In three years – 2021/22