

Glasgow Communities Fund – Full Equality Impact Assessment

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Development and Implementation of a new Grant Fund (Glasgow Communities Fund) to replace the Integrated Grant Fund (IGF) from 1st October 2020.

b) Reason for Change in Policy or Policy Development

The Council's [Strategic Plan 2017-22](#) for Glasgow outlines a number of strategic priorities that the City Government intends to take forward. This includes carrying out a review of how we fund third sector and community groups to reflect a partnership approach and simplifying procedures.

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The following key objectives have been adopted for the review:

- **Objective 1:** to consider and determine the policy priorities for the Fund, which are to reduce the impacts of poverty, inequality and disadvantage for Glasgow residents;

- **Objective 2:** to establish new funding programmes and outcomes to deliver on the policy priorities;
- **Objective 3:** to improve access to the Fund and consider eligibility criteria;
- **Objective 4:** to consider the funding model to be used as the basis for determining how funds are allocated;
- **Objective 5:** to examine how we can fund projects for longer than a year and how we facilitate reporting on spending;
- **Objective 6:** to rationalise grant administration processes and procedures including consideration of e-based applications and processes;
- **Objective 7:** to rebrand and promote the new Fund to clearly convey its values and vision; and
- **Objective 8:** to develop an approach to evaluation/impact of programmes that enables sharing and replication of good practice and informed decision making.

The outcome of the review is to have a brand new fund that will tackle specific strategies and priorities allowing resources to be directed where they are required and can make the most impact.

The IGF will cease operating on 30th September 2020. All existing funded organisations, as well as those organisations not funded by the current IGF, will get the opportunity to input to the shape of the new fund, and during Sept/Oct 2019 apply to the new fund for grants to deliver against new priorities.

d) Name of officer completing assessment (signed and date)

Judith Hunter, Principal Officer (Equalities) and Ed Gilmartin, Monitoring Officer; 18.8.20

e) Assessment Verified by (signed and date)

Richard Kelly, Grants & Initiatives Manager, 18.8.20

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

i) Please name any research, data, consultation or studies referred to for this assessment:

The Scottish Government and Glasgow City Council have published equality evidence matrices, which provide a limited set of data & research. Both cross reference the Equality characteristics with various issues e.g. health, access to services, employment and so on. However, while these are a useful guide, they would not substitute for consultation with organisations likely to be directly affected by a loss/reduction of funding.

For reference, the Scottish Government matrix can be found here: <https://scotland.shinyapps.io/sg-equality-evidence-finder/>

and the Glasgow City Council matrix here: <http://connect.glasgow.gov.uk/article/15070/Equalities-Impact-Assessment-Evidence-Matrix>

Data from Glasgow City Council City Ward Factsheet 2017: <https://www.glasgow.gov.uk/CHttpHandler.ashx?id=3543&p=0>

Data from Glasgow Centre for Population Health: Understanding Glasgow website:

https://www.understandingglasgow.com/profiles/neighbourhood_profiles

Consultation at three generic stakeholder events.

Consultation paper received from Glasgow Equality Forum featuring direct feedback from members on the Grants proposal – comments from this paper are threaded through this EQIA.

ii) Please state if this reference refers to one or more of the protected characteristics:

- age
- disability,
- race and/or ethnicity,
- religion or belief (including lack of belief),
- gender,
- gender reassignment,
- sexual orientation
- marriage and civil partnership,
- pregnancy and maternity,

The data sources above provide information on all of the protected characteristic groups. For the purposes of this EQIA, most of the groups above will be referenced, although marriage and civil partnership and pregnancy and maternity are less relevant in the circumstances.

iii) Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.

Community Empowerment Services worked in partnership with colleagues in the Glasgow Third Sector Interface Network (GTSIN) to deliver Stakeholder Engagement Events for third sector organisations in March/April 2019 which brought parties together to discuss their views on a range of issues including the programmes and principles that the fund should be built around and how partners can work together to deliver the new fund, taking into consideration the potentially limited resources that are available. A report on the events is available [here](#)

A total of 325 representatives from 282 third sector organisations attended across the three Stakeholder Engagement events, including a number of Equalities organisations: specifically BME, Disabled People's Organisations and LGBT groups.

The aims of the events were to

- Learn from our stakeholders;
- Identify emerging priorities within local communities;
- Better align our resources; and
- Collaborate and complement existing examples of excellence already occurring within our communities

A few points which were consistently made over the course of the three events related to:

- The desire for flexible, long term funding, particularly 3–5 year funding
- The desire for the fund to be opened up to organisations that have not been able to apply in the past
- The need for additional support to be provided to access the new fund through capacity building resources
- The need for a clearer, more streamlined application and grant management process
- The scale of the potential impact on services and service users when the new fund comes into effect
- The scale of the task involved in creating a new fund to replace a fund which had been part of the fabric of the third sector in the city for decades

A short-term EQIA Steering Group was established and included representation from the third sector and equality groups via Glasgow Equality Forum (GEF). Membership was as follows:

- Glasgow City Council – Community Empowerment Services
- Glasgow City Council – Strategic Policy and Planning
- Glasgow Equalities Forum

The group provided advice and guidance in the early stages of the EQIA process including:

- A number of recommendations on the new grant fund and on the application process, so that in future, better equalities data is collected from all Glasgow Communities Fund applicants, and not only those with a specific equalities focus
- Additional recommendations on what equality information should be considered as part of the development of the monitoring framework so that in future, better equalities data is collected from all Glasgow Communities Fund grant recipients, and not only those with a specific equalities focus
- Identification of key practical actions to develop processes for turning these suggestions into actions, so that equalities impacts are strengthened

This full EQIA will continue to be updated as the work on the new Grants programme progresses and further details are clarified throughout the agreed funding period.

3. ASSESSMENT & DIFFERENTIAL IMPACTS

This equality impact assessment is, by necessity, a working document that will be updated and informed as the new grant fund is progressed. It is however anticipated that a positive impact is that organisations not previously in receipt of IGF will have the opportunity to apply to the new fund. Extensions to the IGF in 2018/19, 2019/20 and 2020/21 (part year) and ongoing capacity building support to IGF funded organisations has attempted to mitigate the impact on organisations and their service users, particularly those with protected characteristics.

Whilst the replacement of the IGF presents significant challenges, the new fund is also an opportunity to better meet the needs of people with protected characteristics living in Glasgow by:

- improving access to mainstream voluntary sector projects
- removing barriers that currently exist and
- providing specialist services where they are needed.

In addition, this is an opportunity to address issues such as improving the collection and disaggregation of equalities data, assisting with mapping of services, improving connections within and between locality and city-wide work, and more effectively monitoring and evaluating outcomes.

It is also important that the new Glasgow Communities Fund is compatible with the Public Sector Equality Duty (PSED) which is based on the Equality Act of 2010. This sets out the public sector general equality duty that requires public authorities to:

- pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment
- advance equality of opportunity
- foster good relations

These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, and (to a limited extent) marriage and civil partnership, and further information is provided below. Wider actions by the Council and ALEOs are outlined in the Equality Outcomes 2017-21 which can be accessed [here](#).

Positive Impacts

Despite the uncertainty outlined above, the development of the new funding programme is guided by the following principles:

- A focus on early intervention and prevention
- A focus on equalities
- A focus on innovation and initiatives that respond to emerging areas
- A focus on outcomes (rather than tasks, inputs or outputs)
- A recognition of full cost recovery

The recognition of equalities issues as an integral part of the new programme should give some comfort to organisations working with protected characteristic groups. It has also been agreed that the main purpose of the new Grant Fund is for the following:

- Respond to the impact of poverty, deprivation and inequalities by supporting local residents and communities to co-design, develop and deliver sustainable services that help to create and sustain a successful city that everyone can benefit from
- Empower local residents and community groups so that they are better able to participate in the social, economic and cultural life of the city by engaging with and influencing service development, planning and decision-making

The above principles and outcomes are highly compatible with the PSED. All applicants to the fund have been asked to demonstrate their commitment to equalities training for staff and trustees, as well as their ability to target and support people from protected characteristic groups, which will be monitored in future. By focusing on the impact of poverty and deprivation, the Glasgow Communities Fund will support the new socio-economic element of the PSED. It is also recognised that people from various protected characteristic groups are more likely to live in areas of multiple deprivation, so will be positively affected by the presence of locally based initiatives. More information on this is provided below.

The implicit focus in the Glasgow Communities Fund on community involvement will also contribute to the ‘fostering good relations’ element of PSED, while the requirement for co-design and development will help advance equality of opportunity, as it is expected that local residents become involved in the planning and development of programmes. While it is not compulsory for any projects to deliver services that explicitly challenge discrimination or harassment, it is expected that the requirement for organisations to develop training and good practice on equalities will, over time, have an impact on this PSED outcome.

As mentioned previously, it is recognised that people with protected characteristics are among the most marginalised communities in Glasgow, and more likely to experience poverty. Some information on the population of Glasgow is provided below. While it is unrealistic to expect an exact match, **the new Glasgow Communities Fund should be funding projects that reflect the demographic profile of the city** and its most vulnerable citizens as outlined here and in the table below.

Bearing in mind that the main data sets are from the 2011 census and out of date, we can note that male and female life expectancy in Glasgow is markedly lower than the Scottish average. Women live on average nearly six years longer than men. Twelve per cent of the

population is from an ethnic minority, although the figure increases to 18% if including White Other e.g. Irish, Polish etc. Breaking this down further, Pakistani is the largest ethnic group in the city, with Africans second and Chinese third. There are currently no projects funded from IGF to work with the African or Chinese community. It is clear from anecdotal evidence that the BME population of Glasgow has been increasing steadily since the last census, partly due to the city's status as an asylum housing provider. It is likely that the new Communities Fund will support a wider variety of organisations that support BME communities, especially in localities with high BME populations, which are predominantly in the inner Southside and North West of the city.

Data on [employability](#) from the Scottish Government indicates a gap between ethnic minorities and the White population of almost 20%, despite school leavers from Indian, Pakistani and Chinese communities having a higher rate of further education. With employment being one of the key routes out of poverty, work to tackle this could make a positive impact via the Glasgow Communities Fund.

Single parent households make up 40% of all Glasgow households with dependent children. Six out of ten people live within 500m of vacant or derelict land. Twenty-one per cent of adults are claiming out of work benefits, 32% of children live in poverty and levels of deprivation are considerably higher than the Scottish average. 23% of people have a limiting disability. Data from the Glasgow Disability Alliance shows higher levels of poverty in families with a disabled person – 20% compared to 8% in the general population. Disabled people are also likely to have lower qualifications: 25% of disabled people have low or no qualifications at SCQF level 4, compared to 10% of non-disabled people. In addition, only 40% of disabled adults are in employment, compared to 80% of the white adult population. The new Communities Fund has the potential to make a positive impact on this area.

Data on LGBT+ groups is difficult to find at a city of Glasgow level. However the Equality Network 'Scottish Equality Report' of 2015, highlights that LGBT people continue to face inequality and discrimination in Scotland. More than two thirds experienced verbal abuse, however, this is not always reflected as Hate Crime reports. Types of disadvantage reported by survey respondents included service providers and employers not meeting the needs of LGBT people, isolation and exclusion from society, underrepresentation in public life, specific economic disadvantages and the long term negative impacts that prejudice and discrimination have on their lives, particularly in terms of mental health. The Glasgow Communities Fund could support projects that have a positive impact on this.

Overall, the population in Glasgow decreased marginally by -0.6% between 1996 and 2012. Underlying this were more significant changes within age groups: there were reductions in the numbers of children (-18%) and older adults (-13%), while the working age population, particularly those aged 45-64 years increased. The IGF has a history of funding projects that support young people, as well as the older population and the Glasgow Communities Fund has the opportunity to continue with these positive impacts, particularly for the older population. This Scottish Government [report](#) highlights the projection that the 75 plus age group is predicted to rise by 75% by 2031.

APPENDIX 3

Group	ID	Indicator	Count	%	Difference from Scotland	Time Period
Population	P1	People aged 0 - 15	96,263	16.2%	-6%	2012
	P2	People aged 16 - 64	415,859	69.9%	+7%	
	P3	People aged 65 - 74	43,111	7.2%	-24%	
	P4	People aged 75 and over	39,847	6.7%	-15%	
Cultural	C1	People from an ethnic minority	68,778	11.6%	+191%	2011
	C2	People who are married, in a civil partnership, or co-habiting	202,694	42.0%	-25%	
	C3	Single parent households	26,531	40.4%	+46%	
	C4	Householders living alone	123,252	21.3%	+34%	
	C5	People with religious affiliation	367,748	61.9%	+10%	
Environment/ Transport	E1	People who travel to place of work or study by walking, bike or public transport	185,651	50.3%	+36%	2011
	E2	People living within 500m of vacant or derelict land	360,483	60.2%	+100%	
	E3	Households with one or more cars	140,702	49.2%	-29%	
	E4	Overcrowded households	49,695	17.4%	+92%	
Socio-economic	S1	Owner occupied households	130,407	45.6%	-26%	2011
	S2	People with grade D or E social classification	76,896	34.0%	+22%	
	S3	People in employment	260,131	56.8%	-10%	2012
	S4	People claiming Employment and Support Allowance	20,525	3.4%	+75%	
	S5	People claiming out of work benefits	85,855	21.4%	+49%	
Education	ED1	Adults with qualifications at Higher level and above	240,631	48.3%	-4%	2011
	ED2	Young people not in education, employment or training	3,753	11.8%	+26%	
Poverty	PO1	People in income deprivation	127,170	21.4%	+62%	2012
	PO2	People of working age in employment deprivation	77,220	19.1%	+51%	2011
	PO3	Children in poverty	35,070	32.2%	+74%	
Health	H1	People in "good" or "very good" health	460,217	77.5%	-6%	2011
	H2	People limited "a lot" or "a little" by disability	134,889	22.7%	+16%	2008 -
	H3	Male life expectancy	72.3 years		-5%	
	H4	Female life expectancy	78.2 years		-3%	2012

Feedback from Equality Organisations:

Glasgow Equality Forum (GEF) provided a collective consultation response to the development and implementation of the new grant fund.

GEF would welcome a return to previous annual monitoring procedures when equalities information was reported by funded projects. This information has not been requested in recent years due to the quality of information that was being provided. Further capacity building support would be needed for projects to ensure qualitative information is reported.

While GEF are in agreement with the new programmes outlined at the stakeholder engagement sessions they would like to see detail included on specific equality groups and why they are a priority. This will be considered in this EQIA and as part of the assessment process.

The full set of recommendations in the GEF consultation were noted in the committee paper on the Glasgow Communities Fund which can be found [here](#). It has already been agreed that specific work will be undertaken via GEF members, as well as generic Third Sector stakeholders, to ensure that the voices of equality groups are heard directly in the process.

They noted that there can be significant barriers for smaller organisations, many of which are led by people from protected characteristic groups. Organisations with funding officers and larger infrastructures have an advantage in having the capacity and skills to produce good quality, evidenced based funding applications. It is hard for smaller, volunteer led project to compete, even though they are likely to be the best placed within particular communities and may be the most cost effective. The process has recognised these challenges, and considered ways that the process can eliminate any disadvantages. One way has been to support organisations through the Capacity Building Programmes funded by the current IGF programme.

4. OUTCOMES, ACTION & PUBLIC REPORTING

Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
<p>Once the fund is ready to be launched, consideration needs to be given to inclusive marketing e.g. use of different language, fonts, use of Equality networks and organisations to promote the fund.</p> <p>In addition, consideration needs to be given to specific equalities support required for organisations to apply and for capacity building of small organisations.</p> <p>It is also recommended that GEF provide capacity building support on equalities to the wider Third Sector. This would tie together suggestions for changing the information gathered by organisations, as well as providing best practice guidance for engaging with people with protected characteristics.</p>	<p>GCC – Community Empowerment Services</p> <p>GCC – Community Empowerment Services and Third Sector Capacity Building Group</p> <p>GEF</p>	<p>Grant fund was promoted via the Glasgow Equality Forum and Equality Bulletin. An audio visual guide was also produced to support applications. Completed.</p> <p>During application process – September to November 2019, additional support was provided by consultants via the GCVS capacity building programme. Completed.</p> <p>GEF capacity building programme due to be delivered by end of 2020/21. Programme is currently delayed due to impact of Covid-19 and current guidelines on social and physical distancing.</p>

APPENDIX 3

<p>Headline analysis of provisional recommendations in particular outlining the main beneficiaries/clients groups that would benefit and the main type of activities including ‘Communities of Interest/Equalities’</p> <p>Decisions and recommendations put forward to City Administration Committee and Sector Partnerships for consideration.</p> <p>Consideration given to the impact of Covid-19 in relation to successful applicant’s project delivery plans and developing processes and procedures to record this.</p> <p>Consideration given as to how the Fund/successful applicants can link into the Covid-19 Social Recovery Taskforce and emerging priorities and work-streams that are underpinned by equalities</p>	<p>GCC Grants and Initiative Manager and Principal Officer (Data and Information Analysis)</p> <p>GCC Director of Community Empowerment Services and Grants and Initiatives Manager</p> <p>GCC – Community Empowerment Services</p> <p>GCC Director of Community Empowerment Services</p>	<p>Analysis and information included in Report for City Administration Committee.</p> <p>Covid-19 has had a significant impact on the decision and recommendation process as meetings have been affected by physical and social distancing guidance and have not been able to take place. Briefing Note issued to applicants in June 2020 updating them on position. Council Officers currently implementing procedures to ensure meetings take place in line with agreed Council policy.</p> <p>GCC – Community Empowerment Services to notify successful applicants of Covid-19 impact processes and procedures by October 2020.</p> <p>Ongoing discussion to be undertaken with members of Social Recovery Taskforce and successful applicants, communities of interest and identities during 2020/21 to</p>
---	---	---

APPENDIX 3

<p>Further work undertaken with GEF members as well as other Third Sector Partners to ensure that the voices of equality groups are heard directly in the process.</p> <p>Work with GEF members and other Third Sector Partners in relation to development of a monitoring framework including arrangements for collection of equality data and information and how it is used</p> <p>Further consultation with GEF members and Third Sector Capacity Building Group in relation to development of Capacity Building Support Programme on equalities monitoring and information gathering for third sector organisations.</p> <p>Analysis of data received via Monitoring Framework identifying the impact on service users/protected characteristic group of the funded initiatives as well as areas for improvement.</p>	<p>GCC – Community Empowerment Services</p> <p>GCC – Community Empowerment Services, GEF and Third Sector Capacity Building Group</p> <p>GCC – Community Empowerment Services</p> <p>GCC – Community Empowerment Services</p>	<p>ensure that those groups disproportionately impacted by Covid-19 shape the design and delivery of the recovery work</p> <p>Further consultation to be undertaken with GEF members and Third Sector Partners by the end of October 2020.</p> <p>Further consultation to be undertaken with GEF and other Third Sector partners by the end of 2020/21.</p> <p>Further consultation to be undertaken with GEF and Third Sector Capacity Building Group by the end of 2020/21.</p> <p>Annual Monitoring Report timetable and reporting mechanisms confirmed and communicated by April 2021.</p>
--	---	--

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance. As stated, this EQIA is still in a draft stage and more data and information will be added when more detail is available. However, the review group will continue to meet to ensure actions are delivered within the correct timescale. Monitoring of the Equalities impacts will be gathered at both the application stage and at the annual monitoring return stage and a report provided to enable any review process to take place. More equalities information is being gathered via the new application form, which means that there will be a much improved baseline going forward.