

3rd Sector Investment Fund: Health and Wellbeing Adults

IMPACT ON AGE, DISABILITY, GENDER REASSIGNMENT, MARRIAGE and CIVIL PARTNERSHIP, PREGNANCY and MATERNITY, RACE, RELIGION/BELIEF, SEX and SEXUAL ORIENTATION

Low/Medium/High: This refers to how relevant decision to fund (or not) the organisation is to the protected characteristic affected
+ or – or / : This refer to whether the decision to fund (or not) the organisation will have a positive, negative, or neutral effect on the protected characteristic

Area: AGE			
Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from all age groups.			
Negative impact: Possibly, the absence of specialist services targeting a particular age group may lead to them not having very specific needs met.			
How negative impact will be addressed: Service agreements will include a requirement (and in many cases a specific target) of targeting services to different communities in the borough. Organisations will need to demonstrate how they have considered reaching residents across all age groups. Monitoring data will identify the proportion of services being taken up by users from different racial backgrounds. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.			
Organisations recommended for funding – impact on AGE			
organisation		L / M / H	+ or -
Barons Court Project	Target beneficiary data suggests that this service will be accessed by 93% of adults aged between 18 and 64 who have mental health issues. In addition, many users already use this organisation’s services as already operates in the borough.	High	+
Broadway Homelessness Support	Target beneficiary group are residents at risk of homelessness who predominantly aged between 18 and 64, reasonably reflecting the borough’s profile.	High	+
Foundation 66 (ARP Charitable Services)	Target beneficiary data suggests that 34% of users aged between 25 and 40 and 54% of users aged between 50 and 64 will benefit from accessing this service.	High	+

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H&F MENCAP	80% of users anticipated to access this service are anticipated to be users aged between 18 and 64. In addition, many users already use this organisation's services as already operates in the borough.	High	+
HAFAD	Target beneficiary data suggests that 86% of disabled users; supported via this service; to access mainstream services, will be aged between 18 and 64	High	+
Opportunity for all	Target beneficiary data suggests that 70% of users anticipated to access this HIV advice service; will be aged between 25 and 49.	High	+
West London Centre for Counselling	Target beneficiary data suggests that 96% of users aged between 18 and 64 will benefit from accessing this service. In addition, many users already use this organisation's service as it already operates in the borough. This service anticipates a high volume of users (1387 individuals over 4 years)	High	+

Organisations not recommended for funding – impact on AGE

Organisation

Advance	Service would target women predominantly aged between 18 and 25, however other provision which offers this type of support to women is available and therefore consider this to be negative and of low relevance to Age.	Low	-
Alzheimer's Society	There is existing provision in the LBHF dementia strategy for the borough in place to support younger adults who suffer from Dementia and so officers consider this to be negative and of low relevance to Age.	Low	-
Bishop Creighton House	The majority of anticipated users are all adults with learning disabilities. There is likely to be a negative impact on the users of this service, which is of medium relevance to all age groups over 18.	Medium	+
CITAS	The majority of users anticipated to access this service are aged between 18 to 25. Whilst there is likely to be a negative impact on this age group, there is existing provision for language, interpreting and advocacy services already provided in the borough, therefore this is considered to be negative and of	Low	-

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	medium relevance		
Family Friends	Low number of users anticipated to benefit from this service (51 individual H&F residents). Majority of users anticipated are aged between 25 & 49. Whilst There is no other organisation set up to specifically provide befriending for parents in the home there are alternative parenting support type programmes available in the borough.	Low	-
Foundations UK	The majority of users anticipated are aged between 25 and 64 however there are a number of existing weight management services already available for residents therefore consider this to be negative and of low relevance to Age.	Low	-
Grove Neighbourhood Centre	The users anticipated to access this service are anticipated to be aged between 50 and 74. However 51% of the total number of users are either children or over 65, therefore impact is considered to be negative but the relevance to Age Medium/low in this service area (people under 18 are not covered by the Equality Act 2010 and so do not share Age as a protected characteristic). In addition, services that currently operate at the centre would be able to access alternative premises to provide activities to residents.	Medium/Low	-
H&F Caring for Carers Association	Application incomplete and therefore unable to accurately assess the impact of not funding this organisations service. In addition, a reasonable level of support for carers is already available through Carers Commissioning.	Low	-
H&F Mind	This service will be funded by H&F NHS therefore negative impact on age groups is considered to be minimal, and the relevance to Age low as service will commence without 3SIF funding.	Low	-
Hammersmith Community Gardens Association	The majority of anticipated users are aged between 18 and 64 however this organisation could adjust its existing service in order to accommodate these users enable them to access gardening type activities.	Low	-
Insights For Life	95% of users aged between 25 and 49 are anticipated to access this service; however existing parenting support is already available.	Low	-
Notting Hill Housing	The majority of anticipated beneficiaries are over 65. Also a range of services offering similar activities are already currently funded though 3SIF.	Low	-
Pamodzi	70% of beneficiaries anticipated to access this service are aged between 18 and 49 however this organisation already delivers this type of support as part of their existing service. Alternative provision offering HIV support and sexual health information is also already available.	Low	-

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Princes' Trust	69% of anticipated beneficiaries are anticipated to be aged between 18 and 25 however this is an existing programme already provided by this organisation which could be extended to support H&F participants.	Low	-
QPR in the Community Trust	90% of beneficiaries are anticipated to be aged over 65 therefore relevance to age of not funding will be high in this area, however, there is also a range of alternative provision available to older people in the borough.	High	-
Staying Put Services	76% of beneficiaries are anticipated to be aged between 25 and 64; however a reasonable level of support for carers is already available through Carers Commissioning therefore negative impact to be considered low.	Low	-

Area: DISABILITY

Positive impact: All services recommended for funding are expected to be fully accessible. All services are expected to support service users to improve their physical and emotional wellbeing and to encourage healthy lifestyles. Services are expected to help reduce social isolation and increase access to social networks which is expected to have a positive effect on people with disabilities, in particular.

Negative impact: none identified

How negative impact will be addressed: Service agreements will stress the importance of accommodating all residents and their need. Service outcomes for people disabilities will be monitored and discrepancies will be addressed as and when necessary. Monitoring data will identify the proportion of services being taken up by disabled residents. Where there appears to be a discrepancy between service take up by disabled people in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.

Organisations recommended for funding – impact on DISABILITY

Organisation		L / M / H	+ or -
Barons Court Project	Figures submitted show that 94% of anticipated beneficiaries are likely to be disabled.	High	+
Broadway Homelessness Support	Figures submitted show that 32% of anticipated beneficiaries are likely to be disabled.	High	+
Foundation 66 (ARP Charitable Services)	Figures submitted show that 31% of anticipated beneficiaries will have mental health needs.	High	+
H&F MENCAP	Figures submitted show that 100% of anticipated beneficiaries will have learning disabilities.	High	+
HAFAD	Figures submitted show that 100% of target beneficiaries are likely to be disabled including 40% who are likely to have a long term condition.	High	+

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Opportunity for all	Figures submitted show that 9% of anticipated users will have a disability. This service is expected to be fully accessible.	Low	+
West London Centre for Counselling	Figures submitted show that 4% of anticipated beneficiaries are likely to be disabled although this service is expected to be to be fully accessible. However, this service offers counselling type services to prevent mental health problems, which can escalate and become more serious, and even become a disability.	Moderate	+

Organisations not recommended for funding – impact on DISABILITY			
Organisation		L / M / H	+ or -
Advance	Figures submitted show that 67% of anticipated beneficiaries are likely to have mental health needs.	Medium	-
Alzheimer’s Society	Figures submitted show that 79% of anticipated beneficiaries are likely to have a disability of which 14% are likely to have a long term condition and 29% will have mental health needs. However a very low number of people with dementia under 65 are in the borough so negative impact considered to be low.	Low	-
Bishop Creighton House	Figures show that 100% of this services anticipated beneficiaries are likely to have learning disabilities, however there are services available in the borough for users with Learning disabilities.	Medium	+
CITAS	Figures submitted show that 59% of anticipated beneficiaries are likely to have a disability of which 35% are expected to have a long term condition. Whilst there is likely to be a negative impact on this group, there is existing provision for language, interpreting and advocacy services already provided in the borough, therefore there will be a negative impact but it is considered to be of low relevance to this group since there is alternative provision.	Low	-
Family Friends	A high proportion of users are anticipated to be disabled, but overall number of users to benefit is small (51 individuals over 4 years) in addition, this target group will already be known by similar existing services therefore it is of low relevance to this group but will have a negative impact.	Low	-
Foundations UK	90% of anticipated beneficiaries will have a long term condition however other services offering this type of weight management service including motivation and exercise are already available.	Medium	-
Grove Neighbourhood	A high proportion of users anticipated to access this service are likely to have a	Low	-

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Centre	disability however 51% of the total users are children or over 65. Impact is considered to be low in this area because services that currently operate at the centre would be able to use alternative premises in order to provide activities to residents.		
H&F Caring for Carers Association	Application incomplete and therefore unable to accurately assess the impact of not funding this organisations service. In addition, a reasonable level of support for carers is already available through Carers Commissioning.	Low	-
H&F Mind	Figure submitted show that 48% of anticipated beneficiaries are expected to have mental health needs however relevance to disability of not funding this service is considered to be low and negative but this service will be alternatively funded by H&F NHS.	Low	-
Hammersmith Community Gardens Association	Figures submitted shows that 30% of anticipated beneficiaries are likely to have a disability however this organisation could adjust its existing service in order to accommodate these users to enable them to access gardening type activities. Therefore not funding will have a negative impact but the relevance of this to disabled people is considered to be low.	Low	-
Insights For Life	Service is not proposing to specifically target disabled users.	Low	-
Notting Hill Housing	Figures submitted anticipates that 54% of users will be disabled however the majority of anticipated beneficiaries are over 65 therefore impact negative but relevance to disabled people of not funding considered low under this service area.	Low	-
Pamodzi	Figures submitted anticipates that 96% of users will be disabled including 64% who are expected to have a long term condition however the overall number of users to benefit is small (50 individuals) over a requested 1 year term of funding only. This organisation already delivers this type of support as part of their existing service. In addition, alternative provision offering HIV support and sexual health information is also already available	Low	-
Princes' Trust	46% of users are anticipated to be disabled however this is an existing programme already provided by this organisation which may be able to be extended to support H&F participants who are disabled.	Low	-
QPR in the Community Trust	Only 14% of beneficiaries are anticipated to be disabled. There is also a range of alternative provision available to older people in the borough.	Low	-
Staying Put Services	44% of anticipated users are likely to have a long term condition however a	Low	-

	reasonable level of support type services for carers is already available through Carers Commissioning impact negative but relevance to disabled people of not funding considered low under this service area.		
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Area: GENDER REASSIGNMENT

Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents, including people who are transitioning or who have transitioned. No applicants have applied to provide a service that particularly targets this group, and all applicants operate their own standard Equal Opportunities Policy or have agreed to adhere to the Council's. Specific information on this area was not requested as part of the application process, because the application process started in October 2010 and this information was not a requirement at the time. This area will be closely monitored as part of beneficiary monitoring data that will be submitted under each service level agreement. We will also ensure that this area is included in the Equal Opportunities Policies of all organisations recommended for funding

Negative impact: none identified

How negative impact will be addressed: Service agreements will stress the importance of accommodating all residents and their need, including male/female service take up. Monitoring data will identify the proportion of services being taken up by male/female service users. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance, unless the nature of the service means that it is targeting specific needs (i.e. the health and wellbeing needs of trans people).

Organisations recommended for funding – impact on GENDER REASSIGNMENT

Organisation		L / M / H	+ or -
Barons Court Project	N/A (see above)	N/A	
Broadway Homelessness Support	N/A (see above)	N/A	
Foundation 66 (ARP Charitable Services)	N/A (see above)	N/A	
H&F MENCAP	N/A (see above)	N/A	
HAFAD	N/A (see above)	N/A	
Opportunity for all	N/A (see above)	N/A	
West London Centre for Counselling	See comment under Sexual Orientation	N/A	

Organisations not recommended for funding – impact on GENDER REASSIGNMENT

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Organisation		L / M / H	+ or -
Advance	See comment under Sexual Orientation	N/A	
Alzheimer's Society	N/A (see above)	N/A	
Bishop Creighton House	N/A (see above)	N/A	
CITAS	N/A (see above)	N/A	
Family Friends	N/A (see above)	N/A	
Foundations UK	N/A (see above)	N/A	
Grove Neighbourhood Centre	N/A (see above)	N/A	
H&F Caring for Carers Association	N/A (see above)	N/A	
H&F Mind	N/A (see above)	N/A	
Hammersmith Community Gardens Association	N/A (see above)	N/A	
Insights For Life	N/A (see above)	N/A	

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Notting Hill Housing	N/A (see above)	N/A	
Pamodzi	N/A (see above)	N/A	
Princes' Trust	N/A (see above)	N/A	
QPR in the Community Trust	N/A (see above)	N/A	
Staying Put Services	N/A (see above)	N/A	

Area: MARRIAGE AND CIVIL PARTNERSHIP

Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of local residents. No applications were received that proposed a service targeting specifically people who are married or living in civil partnerships. All applicants operate their own standard Equal Opportunities Policy or have agreed to adhere to the Council's. Specific information on this area was not requested as part of the application process, because the application process started in October 2010 and this information was not a requirement at the time. This area will be closely monitored as part of beneficiary monitoring data that will be submitted under each service level agreement. We will also ensure that this area is included in the Equal Opportunities Policies of all organisations recommended for funding

Negative impact: n/a

How negative impact will be addressed: Service agreements will include a requirement (and in many cases a specific target) of targeting services to different communities in the borough. Organisations will need to demonstrate how they have considered language and cultural barriers to service uptake, and how these barriers have been effectively addressed. Monitoring data will identify the proportion of services being taken up by users from different racial backgrounds. Where there appears to be a discrepancy between service take up in comparison

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with the borough profile, organisations will be given improvement targets to address the imbalance.			
Organisations recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP			
Organisation	Positive Impact	Negative Impact L /M / H	+ or -
Barons Court Project	N/A (see above)	N/A	
Broadway Homelessness Support	N/A (see above)	N/A	
Foundation 66 (ARP Charitable Services)	N/A (see above)	N/A	
H&F MENCAP	N/A (see above)	N/A	
HAFAD	N/A (see above)	N/A	
Opportunity for all	N/A (see above)	N/A	
West London Centre for Counselling	N/A (see above)	N/A	

Organisations not recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP			
Organisation	Positive Impact	Negative Impact L /M / H	+ or -
Advance	N/A (see above)	N/A	
Alzheimer’s Society	N/A (see above)	N/A	

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Bishop Creighton House	N/A (see above)		
CITAS	N/A (see above)	N/A	
Family Friends	N/A (see above)	N/A	
Foundations UK	N/A (see above)	N/A	
Grove Neighbourhood Centre	N/A (see above)	N/A	
H&F Caring for Carers Association	N/A (see above)	N/A	
H&F Mind	N/A (see above)	N/A	
Hammersmith Community Gardens Association	N/A (see above)	N/A	
Insights For Life	N/A (see above)	N/A	
Notting Hill Housing	N/A (see above)	N/A	
Pamodzi	N/A (see above)	N/A	
Princes' Trust	N/A (see above)	N/A	
QPR in the Community Trust	N/A (see above)	N/A	
Staying Put Services	N/A (see above)	N/A	

Area: PREGNANCY AND MATERNITY			
Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of local residents. No applications were received that proposed a service targeting specifically the needs of women who are pregnant or on maternity leave. All applicants operate their own standard Equal Opportunities Policy or have agreed to adhere to the Council's. Specific information on this area was not requested as part of the application process, because the application process started in October 2010 and this information was not a requirement at the time. This area will be closely monitored as part of beneficiary monitoring data that will be submitted under each service level agreement. We will also ensure that this area is included in the Equal Opportunities Policies of all organisations recommended for funding			
Negative impact: none identified			
How negative impact will be addressed: n/a			
Organisations recommended for funding – impact on PREGNANCY and MATERNITY			
Organisation		L / M / H	+ or -
Barons Court Project	N/A (see above)	N/A	
Broadway Homelessness Support	N/A (see above)	N/A	
Foundation 66 (ARP Charitable Services)	N/A (see above)	N/A	
H&F MENCAP	N/A (see above)	N/A	
HAFAD	N/A (see above)	N/A	
Opportunity for all	N/A (see above)	N/A	
West London Centre for Counselling	N/A (see above)	N/A	

Organisations not recommended for funding – impact on PREGNANCY and MATERNITY			
Organisation		L /M / H	+ or -
Advance	N/A (see above)	N/A	
Alzheimer's Society	N/A (see above)	N/A	
Bishop Creighton House	N/A (see above)	N/A	
CITAS	N/A (see above)	N/A	
Family Friends	N/A (see above)	N/A	
Foundations UK	N/A (see above)	N/A	
Grove Neighbourhood Centre	N/A (see above)	N/A	
H&F Caring for Carers Association	N/A (see above)	N/A	
H&F Mind	N/A (see above)	N/A	
Hammersmith Community Gardens Association	N/A (see above)	N/A	
Insights For Life	N/A (see above)	N/A	
Notting Hill Housing	N/A (see above)	N/A	
Pamodzi	N/A (see above)	N/A	
Princes' Trust	N/A (see above)	N/A	
QPR in the Community Trust	N/A (see above)	N/A	
Staying Put Services	N/A (see above)	N/A	

Area: RACE			
Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from BME groups.			
Negative impact: Possibly, the absence of specialist services targeting a particular ethnic community may lead to them not having very specific needs met (e.g. language, cultural customs)			
How negative impact will be addressed: Service agreements will include a requirement (and in many cases a specific target) of targeting services to different communities in the borough. Organisations will need to demonstrate how they have considered language and cultural barriers to service uptake, and how these barriers have been effectively addressed. Monitoring data will identify the proportion of services being taken up by users from different racial backgrounds. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.			
Organisations recommended for funding – impact on RACE			
Organisation		L/M/H	+ or -
Barons Court Project	Figures submitted show that 37% of target beneficiaries are anticipated to be from BME communities across all wards. In addition, users from BME communities are already accessing this service.	High	+
Broadway Homelessness Support	Figures submitted show that 58% of target beneficiaries are likely to be from BME communities and 44% are likely to be from White communities reasonably reflecting the borough's profile.	High	+
Foundation 66 (ARP Charitable Services)	Figures submitted show that 26% of target beneficiaries are anticipated to be from BME communities reasonably reflecting the borough's profile.	Medium	+
H&F MENCAP	Figures submitted show that 55% of target beneficiaries are likely to be from BME communities and 45% are likely to be from White communities reasonably reflecting the borough's profile.	High	+
HAFAD	Figures submitted show that many of the users who are anticipated to access this service will be from BME communities. In addition, users from BME communities already access this service.	Medium	+
Opportunity for all	Figures submitted anticipate that 100% of target beneficiaries will be from BME communities.	High	+
West London Centre for	Figures show that 25% of anticipated users will be from BME communities across all wards.	Medium	+

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Counselling			
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Organisations not recommended for funding – impact on RACE

Organisation		L / M / H	+ or -
Advance	Figures submitted show that 48% of anticipated beneficiaries are likely to be from BME communities. There is likely to be a negative impact on this group however impact considered to be low as other provision which offers this type of support to women is available through the PATHS Team.	Low	-
Alzheimer's Society	Figures submitted show that 3% of anticipated beneficiaries will be from BME communities. There is also a very low number of people with dementia under 65 are in the borough so negative impact considered to be low.	Low	-
Bishop Creighton House	A high proportion of anticipated beneficiaries are anticipated to be from BME communities however impact considered to be medium as other learning disability support type services are available.	Medium	-
CITAS	Figures submitted show that 89% of anticipated users will be from BME communities. Whilst there is likely to be a negative impact on this group, there is existing provision for language, interpreting and advocacy services already provided in the borough, therefore there will be a negative impact and the relevance to Race is considered to be Medium.	Medium	-
Family Friends	Figures submitted anticipate that 82% of users will be disabled, but overall number of users to benefit is small (51 individuals over 4 years) therefore there will be a negative impact and the relevance to Race is considered to be low.	Low	-
Foundations UK	Figures submitted anticipate that 42% of users will be from BME communities however other services offering this type of weight management service including motivation and exercise is already available via local and national organisations	Low	+
Grove Neighbourhood Centre	Figures submitted anticipate that 42% of users will be from BME communities. However 51% of the total users are children or over 65 therefore relevance to Race is considered to be low in this area. In addition, services that currently operate at the centre would be able to access alternative premises to provide activities to residents.	Low	-

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H&F Caring for Carers Association	Application incomplete – unable to assess impact on Race. In addition, a reasonable level of support for carers is already available through Carers Commissioning.	N/A	
H&F Mind	Figures submitted anticipate that 42% of users will be from BME communities however the relevance to Race of not funding this service is considered to be low and this service will be alternatively funded by H&F NHS.	Low	-
Hammersmith Community Gardens Association	Figures submitted anticipate that 46% of users will be from BME communities however this organisation could integrate these users into their existing service of supporting users to access gardening type activities, therefore there will be a negative impact and the relevance to Race is considered to be low.	Low	-
Insights For Life	Figures submitted anticipate that 34% of users will be from BME communities however negative impact considered to be minimal and the relevance to Race low, due to the extensive alternative sources of parent type support available.	Low	-
Notting Hill Housing	Figures submitted anticipate that 42% of users will be from BME communities. However a high proportion of the total users who expected to benefit from this service are over 65 therefore impact is considered to be low in this area.	Low	-
Pamodzi	Figures submitted anticipate that 100% of target beneficiaries will be African however overall number of users to benefit is small (50 individuals) over a requested 1 year term of funding only. This organisation already delivers this type of support as part of their existing service. In addition, alternative provision offering HIV support and sexual health information is also already available.	Low	-
Princes' Trust	Figures submitted anticipate that 61% of target beneficiaries will be from BME communities the majority of which will be Black Other, however this is an existing programme already provided by this organisation which may be able to be extended to support these participants.	Low	-
QPR in the Community Trust	The majority of anticipated users are White British. Minimal impact on BME communities. In addition, all users will be over 65 so negative impact considered to be low in this area. There is also a range of alternative provision available to older people in the borough	Low	-
Staying Put Services	Figures submitted anticipate that 61% of target beneficiaries will be from BME communities however a reasonable level of support type services for carers is already available through Carers Commissioning therefore there will be a negative	Low	-

	impact and the relevance to Race is considered to be low.		
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Area: RELIGION/BELIEF (including non-belief)

Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from different faith/non faith groups. No applications were received that proposed a service targeting specifically users of a specific religion, belief, or non-belief and all applicants operate their own standard Equal Opportunities Policy or have agreed to adhere to the Council's.

Negative impact: Possibly, the absence of specialist services targeting a particular ethnic community may lead to them not having very specific needs met (e.g. language, cultural customs)

How negative impact will be addressed: Service agreements will include a requirement (and in many cases a specific target) of targeting services to different communities in the borough. Organisations will need to demonstrate how they have considered language and cultural barriers to service uptake, and how these barriers have been effectively addressed. Monitoring data will identify the proportion of services being taken up by users from different racial backgrounds. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.

Organisations recommended for funding – impact on RELIGION/BELIEF (including non-belief)

Organisation		L / M / H	+ or -
Barons Court Project	None of these organisations proposed to specifically target users of a specific religion, belief, or non-belief. All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents from different faith/non faith groups	N/A	
		N/A	
Broadway Homelessness Support		N/A	
Foundation 66 (ARP Charitable Services)			
H&F MENCAP			
HAFAD		N/A	

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Opportunity for all			
West London Centre for Counselling		N/A	

Organisations not recommended for funding – impact on RELIGION/BELIEF (including non-belief)

Organisation		L / M / H	+ or -
Advance	N/A (See Above)	N/A	
Alzheimer's Society	N/A (See Above)	N/A	
Bishop Creighton House	N/A (See Above)	N/A	
CITAS	N/A (See Above)	N/A	
Family Friends	N/A (See Above)	N/A	
Foundations UK	N/A (See Above)	N/A	
Grove Neighbourhood Centre	N/A (See Above)	N/A	
H&F Caring for Carers Association	N/A (See Above)	N/A	
H&F Mind	N/A (See Above)	N/A	
Hammersmith Community Gardens Association	N/A (See Above)	N/A	
Insights For Life	N/A (See Above)	N/A	
Notting Hill Housing	N/A (See Above)	N/A	
Pamodzi	Figures submitted anticipate that 30 targeted individuals will be from faith group Pentecostal Born-again Christians. Negative impact considered low because overall number of users to benefit is small (50 individuals) over a requested 1 year term of funding only. This organisation already delivers this type of support as part of their existing service.	Low	
Princes' Trust	N/A (See Above)	N/A	
QPR in the Community Trust	N/A (See Above)	N/A	

Staying Put Services	N/A (See Above)	N/A	
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Area: SEX

Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents, including men and women

Negative impact: none identified

How negative impact will be addressed: Service agreements will stress the importance of accommodating all residents and their need, including male/female service take up. Monitoring data will identify the proportion of services being taken up by male/female service users. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance, unless the nature of the service means that it is targeting specific needs (i.e. more women than men survive into old age, so services targeting over 75s are more likely to have a high number of female).

Organisations recommended for funding – impact on SEX

Organisation		L / M / H	+ or -
Barons Court Project	Figures submitted show significantly more male than female anticipated users to access this existing drop in service for users with mental health needs and for those who are homeless. This service also runs support groups specifically targeted at women.	Medium	+
Broadway Homelessness Support	Figures submitted show significantly more male than female users (85% male). This is for a continuation of an already existing service to support residents who are in poor physical or mental health and/or have a history of substance misuse or are at risk of homelessness. The higher percentage of male users who are anticipated to access this service is expected given the nature of the service.	Medium	+
Foundation 66 (ARP Charitable Services)	Figures submitted show significantly more male than female anticipated users; however this is expected given the nature of the service.	High	+
H&F MENCAP	Figures provided to support this application reasonably reflect the borough's profile (55% female, 45% male service users expected).	High	+
HAFAD	Figures provided to support this application reasonably reflect the borough's profile (55% male, 45% female service users expected).	High	+
Opportunity for all	Figures submitted show beneficiaries anticipated to access this service will be 50% male and 50% female; reasonably reflect the borough's profile	High	+
West London Centre for Counselling	Figures provided to support this application anticipate that users will be 31% male and 69% female. This is for a continuation of an already existing	High	+

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	service to support residents.		
Organisations not recommended for funding – impact on SEX			
Organisation		L / M / H	+ or -
Advance	Whilst this service is anticipated to target 100% female users, impact is considered to be Medium as other provision which offers this type of support to women is available through the PATHS Team.	Medium	-
Alzheimer’s Society	Figures submitted show beneficiaries anticipated to access this service will be 50% male and 50% female.	Low	-
Bishop Creighton House	Figures submitted show beneficiaries anticipated to access this service will be 60% male and 40% female.	Low	-
CITAS	Figures submitted show beneficiaries anticipated to access this service will be 25% male and 75% female.	Medium	-
Family Friends	Figures submitted show significantly more female than male anticipated users however overall number of users to benefit is small (51 individuals over 4 years) therefore there will be a negative impact on female users but the relevance to Sex is considered to be low.	Low	-
Foundations UK	Figures submitted show significantly more female than male anticipated users however there are other weight management type services available therefore there will be a negative impact but the relevance to Sex is considered to be Medium.	Medium	-
Grove Neighbourhood Centre	Figures submitted show beneficiaries anticipated to benefit from this service is 67% female and 33% male, and 51% of the total users are children or over 65 It is therefore considered that there will be a negative impact and that the relevance to Sex is low. In addition, services that currently operate at the centre would be able to access alternative premises to provide activities to residents.	Low	-
H&F Caring for Carers Association	Application incomplete – unable to assess impact on Race.	N/A	

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H&F Mind	This service is not proposing to specifically target either men or women.	Low	-
Hammersmith Community Gardens Association	Figures submitted show beneficiaries anticipated to access this service will be 49% male and 51% female. This organisation could integrate these users into their existing service of supporting users to access gardening type activities	Low	-
Insights For Life	Figures submitted show beneficiaries anticipated to access this service will be 72% male and 28% female. The relevance to Sex is considered low due to the extensive alternative sources of parent type support available (particularly for men), though there will be a negative impact in not funding.	Low	-
Notting Hill Housing	Figures submitted show beneficiaries anticipated to access this service will be 45% male and 55% female.	Low	-
Pamodzi	Figures submitted show beneficiaries anticipated to access this service will be 20% male and 80% female. There is likely to be a negative impact on female users however overall number of users to benefit is small (50 individuals) over a requested 1 year term of funding only. This organisation already delivers this type of support as part of their existing service therefore relevance to Sex is considered to be low.	Low	-
Princes' Trust	Figures submitted show significantly more male than female anticipated users. This is an existing programme already provided by this organisation which may be able to be extended to support these participants. There are also similar type services offering football type activities available.	Low	-
QPR in the Community Trust	Figures submitted show significantly more male than female anticipated users. Impact considered to be low because 100% of targeted beneficiaries will be over 65. There is a range of other similar provision that can be accessed by older males in the borough.	Low	-
Staying Put Services	Figures submitted show beneficiaries anticipated to access this service will be 50% male and 50% female, however a reasonable level of support type services for carers is already available through Carers Commissioning	Low	

Area: SEXUAL ORIENTATION

Positive impact: All organisations recommended for funding are expected to ensure that they promote fair access and that the services meet the needs of residents, including people who are heterosexual, lesbian, gay, or bisexual.

Negative impact: none identified

How negative impact will be addressed: Service agreements will stress the importance of accommodating all residents and their need, including male/female service take up. Monitoring data will identify the proportion of services being taken up by male/female service users. Where there appears to be a discrepancy between service take up in comparison with the borough profile, organisations will be given improvement targets to address the imbalance, unless the nature of the service means that it is targeting specific needs (i.e. services targeted at LGB people's health and wellbeing needs).

Organisations recommended for funding – impact on SEXUAL ORIENTATION

Organisation		L / M / H	+ or -
Barons Court Project	N/A	N/A	
Broadway Homelessness Support	N/A	N/A	
Foundation 66 (ARP Charitable Services)	N/A	N/A	
H&F MENCAP	N/A	N/A	
HAFAD	N/A	N/A	
Opportunity for all	N/A	N/A	
West London Centre for Counselling	Figures submitted to support this application anticipates that 12% of users will be from the LGBT community.	Medium	

Organisations not recommended for funding – impact on SEXUAL ORIENTATION

Organisation		L / M / H	+ or -
Advance	Figures submitted to support this application anticipates that 13% of users will be from the LGBT community.	low	
Alzheimer's Society	N/A	N/A	

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CITAS	N/A	N/A	
Family Friends	N/A	N/A	
Foundations UK	N/A	N/A	
Grove Neighbourhood Centre	N/A	N/A	
H&F Caring for Carers Association	N/A	N/A	
H&F Mind	N/A	N/A	
Hammersmith Community Gardens Association	N/A	N/A	
Insights For Life	N/A	N/A	
Notting Hill Housing	N/A	N/A	
Pamodzi	N/A	N/A	

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Princes' Trust	N/A	N/A	
QPR in the Community Trust	N/A	N/A	
Staying Put Services	N/A	N/A	