

### 3<sup>rd</sup> Sector Investment Fund: Arts, Culture & Sports & 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

<b>Area: AGE</b>			
<b>Positive impact:</b> 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.			
<b>Negative impact:</b> Possibly, the absence of specialist services targeting a particular age group may lead to them not having very specific needs met.			
<b>How negative impact will be addressed:</b> 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 all age groups, unless it is an age specific service. 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.			
<b>Organisations recommended for funding – impact on AGE</b>			
<b>organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Albert and Friends Instant Circus	Target beneficiary group are young people and their families; data suggests that this service will offer support to these users, reasonably reflecting the borough's profile, except over 65s.	<b>Medium</b>	+
Lyric Hammersmith	Figures submitted with the application show that many children and young people will benefit from accessing this service. In addition many service users across all age groups already use the organisation's services. Evidence for good service uptake in all age groups in the past, similar predicted for future.	<b>High</b>	+
Riverside Studios	Service is mostly targeting children and young people. Appropriate for this type of service.	<b>High</b>	+
Staying Put (Bike Project)	Targeting young people who want to take up bicycling as a sport, beneficiary data suggests that this service will offer good support to users, particularly young people, meeting an identified gap in services.	<b>High</b>	+

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William Morris Society	Target beneficiary data suggests that this service will offer support to users from different age groups, with special programmes for children and young people, and a good reflection the borough's profile, even including 8% of over 85s	High	+
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**Organisations not recommended for funding – impact on AGE**

Organisation		L / M / H	+ or -
Fulham FC Foundation (Aspire to move)	Small total of users (180 over 4 years). Only targeting 14-25 age group, which is well covered by services recommended for funding. Football related activities for young people are also funded under the 3SIF Children and Young People specification, and under the Fast Track Small Grants scheme. The submitted application was incomplete.	Low	-
Open Age	This service is exclusively for people over 50, (but no other age groups), so the negative impact of not recommending it will affect older people in the community, who will not have an increase in the level of specialist support available to them. There is, however, a range of (funded) activities provided under the Health & Wellbeing (Older People) specification.	Medium	-
Prince's Trust	Only 24 users p/a, so a small number of young people will not have an increase in the level of specialist support available to them. Very similar activities are, however, funded under the Economic Wellbeing specification (Resurgo).	Low	-
QPR in the community trust	Service is targeting school children, so a number of young people will not have the opportunity to access a range of football/sports related after school activities. The council's 3 <sup>rd</sup> Sector Investment Fund does, however, fund a range of football and sports activities for young people under the Children's and Young People specification, as well as part of the Fast Track Small Grants scheme. The Bike Project recommended for funding under this specification is another sporting activity for school children and young people.	Low	-
Roma Support Group	Service is targeting members of the Roma community, particularly young people (51% in 14-25 age range). A good range of other services for this age group is recommended in this funding round.	Low	-
Russian Circle	Service is targeting children and young people of the Russian speaking community and their families. The council's 3 <sup>rd</sup> Sector Investment Fund does, however, fund an extensive range of activities and supplementary schools under the Children's and Young People specification, as well as part of the Fast Track Small Grants scheme. User numbers are small (75 users over 4 years).	Low	-

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Sporting Education (Sports Hub Card)	Service exclusively targets 14-19 year olds group, so no impact on any other age group expected. Several services recommended for funding target the young people age group.	Low	-
UPG (Masbro Events Inc)	Service mostly targets children, young people and their families. No significant impact on older age groups (over 50). Several other services are recommended for funding target the young people age group.	Low	-
West & North West London Vietnamese Association	Application was incomplete, no anticipated beneficiary figures were submitted. Info therefore not available.	N/A	N/A

**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 activities which is expected to have a positive effect on people with disabilities, in particular.

**Negative impact:** Not likely, but not all services expecting to provide services to disabled could be recommended for funding.

**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	Positive Impact	L / M / H	+ or -
Albert and Friends Instant Circus	Figures submitted show that a 8% of beneficiaries are expected to have a learning disability, and another 10% a range of other disabilities, which is higher than the borough average (14-15% for both combined). A number of disabled service users use the organisation’s services already.	High	+
Lyric Hammersmith	14% of this specialist service’s beneficiaries will have a mental health problem, 15% a long term health problem; considerably higher than borough average	High	+
Riverside Studios	Service is expecting about 16% of the users to be disabled.	Medium	+

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Staying Put (Bike Project)	Figures submitted show that a 26% beneficiaries are expected to be people with disabilities or long term health condition.	<b>High</b>	<b>+</b>
William Morris Society	Figures submitted show that 8% of beneficiaries will be disabled people, the number reported for users with a long term health condition (1%) seems unusually low, given that 56% of service users are reported to be over 50 years old. It seems very likely that the organisation has underestimated this figure.	<b>Low to Medium</b>	<b>+</b>

<b>Organisations not recommended for funding – impact on DISABILITY</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire to move)	Small total of users (180 over 4 years). 11 or 12% over users are expected to have a learning disability or mental health need. Inclusive football related activities for young people are also funded under the 3SiF Children and Young People specification, and under the Fast Track Small Grants scheme.	<b>Low</b>	<b>-</b>
Open Age	Although potential beneficiaries include a high proportion with physical disabilities, long term health conditions or mental health needs (42%), other organisations are already funded to provide similar activities for this user group, including outreach to potential new users, therefore consider impact to be negative and relevance to Disability moderate.	<b>Medium</b>	<b>-</b>
Prince's Trust	Over 40% of disabled service users anticipated, but overall numbers are small (only 24 service users p.a.) and a similar service is already being funded under the Economic Wellbeing service specification.	<b>Low</b>	<b>-</b>
QPR in the community trust	Figures provided by organisation inconclusive, but the council's 3 <sup>rd</sup> Sector Investment Fund does already funds a range of inclusive football and sports activities for young people under the Children's and Young People specification, as well as part of the Fast Track Small Grants scheme.	<b>Low</b>	<b>-</b>
Roma Support Group	Figures provided are partially inconclusive, but service expects to provide for about 20% of people with long term health conditions and 5% of users are expected to have learning difficulties. A good range of other services benefitting disabled people is recommended, though.	<b>Low</b>	<b>-</b>
Russian Circle	From the information provided it seems that none of the expected service users is disabled. This is surprising, but may be related to overall numbers being small.	<b>Low</b>	<b>-</b>
Sporting Education	Service is expecting about 22% of the users to be disabled, this seems high for that age group. A good range of other services benefitting disabled people is recommended, though.	<b>Medium</b>	<b>-</b>

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UPG (Masbro Events Inc)	20% of service users are expected to be disabled or have long term health condition. A good range of other services benefitting disabled people is recommended, though.	<b>Low to Medium</b>	-
West & North West London Vietnamese Association	Application was incomplete, no anticipated beneficiary figures were submitted. Info therefore not available.	<b>N/A</b>	<b>N/A</b>

**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. 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 GENDER REASSIGNMENT**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Albert and Friends Instant Circus	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Lyric Hammersmith	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Riverside Studios	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Staying Put (Bike Project)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
William Morris Society	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Organisations not recommended for funding – impact on GENDER REASSIGNMENT**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire)	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

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to move)			
Open Age	N/A	N/A	N/A
Prince's Trust	N/A	N/A	N/A
QPR in the community trust	N/A	N/A	N/A
Roma Support Group	N/A	N/A	N/A
Russian Circle	N/A	N/A	N/A
Sporting Education	N/A	N/A	N/A
UPG (Masbro Events Inc)	N/A	N/A	N/A
West & North West London Vietnamese Association	N/A	N/A	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. 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.

<b>Organisations recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Albert and Friends Instant Circus	N/A	N/A	N/A
Lyric Hammersmith	N/A	N/A	N/A
Riverside Studios	N/A	N/A	N/A
Staying Put (Bike Project)	N/A	N/A	N/A
William Morris Society	N/A	N/A	N/A

<b>Organisations not recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire to move)	N/A	N/A	N/A
Open Age	N/A	N/A	N/A
Prince's Trust	N/A	N/A	N/A
QPR in the community trust	N/A	N/A	N/A
Roma Support Group	N/A	N/A	N/A
Russian Circle	N/A	N/A	N/A
Sporting Education	N/A	N/A	N/A
UPG (Masbro Events Inc)	N/A	N/A	N/A
West & North West London Vietnamese Association	N/A	N/A	N/A

<b>Area: PREGNANCY AND MATERNITY</b>			
<b>Positive impact:</b> 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. 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.			
<b>Negative impact: none identified</b>			
<b>How negative impact will be addressed: n/a</b>			
<b>Organisations recommended for funding – impact on PREGNANCY and MATERNITY</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Albert and Friends Instant Circus	N/A	N/A	N/A
Lyric Hammersmith	N/A	N/A	N/A
Riverside Studios	N/A	N/A	N/A
Staying Put (Bike Project)	N/A	N/A	N/A
William Morris Society	N/A	N/A	N/A

<b>Organisations not recommended for funding – impact on PREGNANCY and MATERNITY</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire to move)	N/A	N/A	N/A
Open Age	N/A	N/A	N/A



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Prince's Trust	N/A	N/A	N/A
QPR in the community trust	N/A	N/A	N/A
Roma Support Group	N/A	N/A	N/A
Russian Circle	N/A	N/A	N/A
Sporting Education	N/A	N/A	N/A
UPG (Masbro Events Inc)	N/A	N/A	N/A
West & North West London Vietnamese Association	N/A	N/A	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 -
Albert and Friends Instant Circus	Target beneficiary data suggests that this service will offer good support to users, reflecting the borough's ethnic profile.	High	+
Lyric	Figures submitted with the application show that a range of BME service users will benefit	High	+

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Hammersmith	from accessing this service. Reasonable spread reflecting borough profile.		
Riverside Studios	Target beneficiary data suggests that 21% of users will be from BME backgrounds. Service is expected to be accessible to all.	<b>Medium</b>	+
Staying Put (Bike Project)	Target beneficiary data suggests that 44% of users will be from BME backgrounds.	<b>High</b>	+
William Morris Society	Target beneficiary data suggests that this service will benefit about 50% users from ethnic minority backgrounds.	<b>High</b>	+

**Organisations not recommended for funding – impact on RACE**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire to move)	The submitted application was incomplete, though stated that 64% of users are predicted to be from BME groups, and anticipated user numbers are relatively small (180 spread over 4 years). Football related activities for young people are also funded under the 3SiF Children and Young People specification, and under the Fast Track Small Grants scheme.	<b>Medium</b>	-
Open Age	High rate of white service users predicted (79%), probably reasonable reflection of age group.	<b>Low</b>	-
Prince's Trust	Over 50% of service users from BME groups are anticipated, but overall numbers are small (only 24 service users p.a.) and a similar service is already being funded under the Economic Wellbeing service specification.	<b>Low</b>	-
QPR in the community trust	Figures provided by organisation inconclusive, but the council's 3 <sup>rd</sup> Sector Investment Fund does already fund a range of inclusive football and sports activities for young people under the Children's and Young People specification, as well as part of the Fast Track Small Grants scheme.	<b>Low</b>	-
Roma Support Group	People from Roma community, who are the main beneficiaries, will not have a specialist cultural support available to them. However, 62% of service users are expected to be from a white ethnic background (British or other). A range of mainstream accessible service is recommended for funding, and all organisations recommended for funding are expected to reach out across language and cultural barriers.	<b>Medium</b>	-

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Russian Circle	People from Russian speaking community will not have an increase in the level of culturally specialist support available to them. A range of mainstream accessible service is recommended for funding, and all organisations recommended for funding are expected to reach out across language barriers.	<b>Low</b>	-
Sporting Education	Figures provided by organisation state that 39% of the service users will from an Asian BME background (600 people). Considering the borough profile, it is doubtful that this is achievable. The council's 3 <sup>rd</sup> Sector Investment Fund does already fund a range of inclusive football and sports activities for young people under the Children's and Young People specification, as well as part of the Fast Track Small Grants scheme.	<b>Low</b>	-
UPG (Masbro Events Inc)	42% of BME service users expected. A good range of other services benefitting BME users is recommended, though.	<b>Medium</b>	-
West & North West London Vietnamese Association	Application was incomplete, no anticipated beneficiary figures were submitted. Information is therefore not available to make a more informed assessment of the impact of not funding. It is, however, highly likely that most beneficiaries would be from a BME background (Vietnamese/Chinese). User numbers are likely to be small (based on general info given in application), less than 100.	<b>Medium, possibly high</b>	-

<b>Area: RELIGION/BELIEF (including non-belief)</b>			
<b>Positive impact:</b> 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 targeting service users from a particular faith community or non-belief group were received. Community Investment will try to ensure that as many as possible of these groups are informed about future funding opportunities, in case they feel that these funding opportunities are not relevant to them.			
<b>Negative impact:</b> none identified			
<b>How negative impact will be addressed:</b> n/a			
<b>Organisations recommended for funding – impact on RELIGION/BELIEF (including non-belief)</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Albert and Friends Instant Circus	N/A	N/A	N/A
Lyric Hammersmith	N/A	N/A	N/A
Riverside Studios	N/A	N/A	N/A
Staying Put (Bike Project)	N/A	N/A	N/A
William Morris Society	N/A	N/A	N/A

<b>Organisations not recommended for funding – impact on RELIGION/BELIEF (including non-belief)</b>			
<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire to move)	N/A	N/A	N/A
Open Age	N/A	N/A	N/A
Prince's Trust	N/A	N/A	N/A
QPR in the	N/A	N/A	N/A

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community trust			
Roma Support Group	N/A	N/A	N/A
Russian Circle	N/A	N/A	N/A
Sporting Education	N/A	N/A	N/A
UPG (Masbro Events Inc)	N/A	N/A	N/A
West & North West London Vietnamese Association	N/A	N/A	N/A

**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, 3 out of 4 recommended organisations anticipate a higher take up of female service users (over 50%).

**Negative impact:** some of the services not recommended for funding have a high percentage of female potential service users

**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 higher number of female service users).

**Organisations recommended for funding – impact on SEX**

Organisation	Positive impact	L / M / H	+ or -
Albert and Friends Instant Circus	Figures provided to support this application that reasonably reflect the borough's profile (43% male, 57% female service users expected)	High	+
Lyric Hammersmith	Figures provided to support this application that reasonably reflect the borough's profile (48% male, 52% female service users expected).	High	+
Riverside Studios	49% of beneficiaries will be female and 51% male, reasonably reflecting the borough's profile	High	+
Staying Put (Bike	42% of beneficiaries will be female and 58% male, but 42% female uptake can be considered	Medium	+

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Project)	a good rate for competitive bike sport.		
William Morris Society	55% of beneficiaries will be female and 45% male.	High	+

**Organisations not recommended for funding – impact on SEX**

Organisation		L / M / H	+ or -
Fulham FC Foundation (Aspire to move)	The submitted application was incomplete and so information is therefore not available to make a more informed assessment of the impact of not funding. All beneficiaries are predicted to be female, but anticipated user numbers relatively small (180 over 4 years). Football related activities for young people are also funded under the 3SiF Children and Young People specification, and under the Fast Track Small Grants scheme.	Medium	-
Open Age	Although potential beneficiaries include a high proportion of women (82%, due to the targeted age group), other 3Sif funded organisations are already funded to provide similar activities for this user group, including outreach to potential new users, therefore consider impact to be moderate.	Medium	-
Prince's Trust	Over 42% male and 58% female service users anticipated, but overall numbers are small (only 24 service users pa) and a similar service for this user group is already being funded under the Economic Wellbeing service specification.	Low	-
QPR in the community trust	Significantly more male than female service users anticipated. The council's 3 <sup>rd</sup> Sector Investment Fund does already fund a range of inclusive football and sports activities for young people under the Children's and Young People specification, as well as part of the Fast Track Small Grants scheme.	Low	-
Roma Support Group	67% of beneficiaries will be female and 33% male. A range of accessible and inclusive services is recommended for funding, or funded through the Fast Track Small Grants scheme.	Medium	-
Russian Circle	53% of beneficiaries will be female and 47% male; total service user numbers are small (75 over 4 years). A range of supplementary schools are funded through the Fast Track Small Grants scheme.	Low	-

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Sporting Education	64% of beneficiaries will be female and 50% male. Several services recommended for funding target this user group.	Low	-
UPG (Masbro Events Inc)	64% of beneficiaries will be female and 36% male. A good range of other services potentially benefitting this user group is recommended.	Medium	-
West & North West London Vietnamese Association	Application was incomplete, no anticipated beneficiary figures were submitted. Information is therefore not available to make a more informed assessment of the impact of not funding.	N/A	N/A

**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. No applications were received that proposed a service targeting a user group who were heterosexual, lesbian, gay, or bisexual. No applications targeting service users from a particular faith community or non-belief group were received. Community Investment will try to ensure that as many as possible of these groups are informed about future funding opportunities, in case they feel that these funding opportunities are not relevant to them.

**Negative impact:** none identified

**How negative impact will be addressed:** n/a

**Organisations recommended for funding – impact on SEXUAL ORIENTATION**

Organisation		L / M / H	+ or -
Albert and Friends Instant Circus	N/A	N/A	N/A
Lyric Hammersmith	N/A	N/A	N/A
Riverside Studios	N/A	N/A	N/A
Staying Put (Bike	N/A	N/A	N/A

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Project)			
William Morris Society	N/A	N/A	N/A

**Organisations not recommended for funding – impact on SEXUAL ORIENTATION**

<b>Organisation</b>		<b>L / M / H</b>	<b>+ or -</b>
Fulham FC Foundation (Aspire to move)	N/A	N/A	N/A
Open Age	N/A	N/A	N/A
Prince's Trust	N/A	N/A	N/A
QPR in the community trust	N/A	N/A	N/A
Roma Support Group	N/A	N/A	N/A
Russian Circle	N/A	N/A	N/A
Sporting Education	N/A	N/A	N/A
UPG (Masbro Events Inc)	N/A	N/A	N/A
West & North West London Vietnamese Association	N/A	N/A	N/A