

3rd Sector Investment Fund: Environment and Community Transport

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 a 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 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.			
Organisations recommended for funding – impact on AGE			
organisation		L / M / H	+ or -
Groundwork London	High volume of users (7300 over 4 years), reasonably reflecting the borough's profile	High	+
H&F Community Gardens Association	High volume of users (5250 over 4 years), reasonably reflecting the borough's profile	High	+
H&F Community Transport (coach vouchers, developmental worker)	Figures submitted with both applications show that many children and young people will benefit from accessing this service (37%), as well as many over 65s (31%) . In addition many service users already use the organisation's services. Evidence for good service uptake in all age groups in the past, similar predicted for future. Large number of service users expected (3287 over 4 years for coach voucher scheme, 2320 for developmental worker application).	High	+

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H&F Urban Studies Centre	Targeting age group 5-13, but also reflecting the borough's profile.	High	+
Staying Put (Furnish)	High volume of users (4227 over 4 years), reasonably reflecting the borough's profile	High	+

Organisations not recommended for funding – impact on AGE

Organisation		L /M / H	+ or -
Sporting Education (i-Volunteer)	Mostly targeting young people and adults. Potential users of this service can access structured volunteering activities to alternative 3rd Sector Investment Fund funded services, such as the H&F Volunteer's Centre.	Low	-
Staying Put (Bike Project, Phoenix Farm)	Phoenix Farm application is targeting school children, but service would be more appropriately funded through the school. HCGA are already funded to contribute. Staying Put bike project recommended for funding under the Arts, Culture and Sports specification.	Low	-
Waste Watch	50% expected service users in 18-49 age group, some spread over other age groups. The service is considered to be a pilot project, it is therefore difficult to refer with any potential alternatives.	Medium	-

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 with 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 -
Groundwork London	Figures submitted show that about 24% of beneficiaries will be disabled people, including 12% people with learning disabilities.	Medium	+
H&F Community Gardens Association	Figures submitted show that about 16% of beneficiaries will be disabled people, including 12% people with learning disabilities. This is a good result for a mainstream service; the borough profile suggests that 14-15% of H&F residents live with a disability or long term health condition.	High	+
H&F Community Transport (coach vouchers, developmental worker)	Figures submitted under the Coach Voucher service show that about 65% of beneficiaries are likely to be disabled people, or living with a long term health condition. Similar figures submitted for developmental worker application. Many disabled service users are frequenting this service already.	High	+
H&F Urban Studies Centre	Figures submitted show that about 12% of beneficiaries are likely to be disabled people, or living with a long term health condition.	Medium	+
Staying Put (Furnish)	Figures submitted show that about 75% of beneficiaries are likely to be disabled people, or living with a long term health condition.	High	+

Organisations not recommended for funding – impact on DISABILITY			
Organisation		L / M / H	+ or -
Sporting Education (i-Volunteer)	Figures submitted show that about 12% of beneficiaries will be disabled people, including 12% people with learning disabilities. This would indicate a moderate/medium relevance to disabled people, but potential users of this service can access structured volunteering activities to alternative 3rd Sector Investment Fund funded services, such as the H&F Volunteer's Centre and HaFAD.	Low	-
Staying Put (Bike Project, Phoenix Farm)	Phoenix Farm application is targeting school children, but service would be more appropriately funded through the school. HCGA are already funded to contribute. Staying Put bike project recommended for funding under the Arts, Culture and Sports specification.	Low	-
Waste Watch	Figures submitted show that about 23% of potential service users could be disabled or living with a long term health condition. The service is considered to be a pilot project, it is	Medium	-

	therefore difficult to refer with any potential alternatives		
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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. 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:

Organisations recommended for funding – impact on GENDER REASSIGNMENT

Organisation		L / M / H	+ or -
Groundwork London	N/A	N/A	N/A
H&F Community Gardens Association	N/A	N/A	N/A
H&F Community Transport (coach vouchers, developmental worker)	N/A	N/A	N/A
H&F Urban Studies Centre	N/A	N/A	N/A
Staying Put (Furnish)	N/A	N/A	N/A

Organisations not recommended for funding – impact on GENDER REASSIGNMENT

Organisation		L / M / H	+ or -
Sporting Education (i-Volunteer)	N/A	N/A	N/A
Staying Put (Bike)	N/A	N/A	N/A

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Project, Phoenix Farm)			
Waste Watch	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

How negative impact will be addressed: n/a.

Organisations recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP

Organisation		L / M / H	+ or -
Groundwork London	N/A	N/A	N/A
H&F Community Gardens Association	N/A	N/A	N/A
H&F Community Transport (coach vouchers, developmental worker)	N/A	N/A	N/A
H&F Urban Studies Centre	N/A	N/A	N/A
Staying Put (Furnish)	N/A	N/A	N/A

Organisations not recommended for funding – impact on MARRIAGE and CIVIL PARTNERSHIP

Organisation		L / M / H	+ or -
Sporting Education (i-Volunteer)	N/A	N/A	N/A
Staying Put (Bike Project, Phoenix Farm)	N/A	N/A	N/A
Waste Watch	N/A	N/A	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 opportunities area was not requested as part of the application, because it was not a requirement at the time. 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 -
Groundwork London	N/A	N/A	N/A
H&F Community Gardens Association	N/A	N/A	N/A
H&F Community Transport (coach vouchers,	N/A	N/A	N/A

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developmental worker)			
H&F Urban Studies Centre	N/A	N/A	N/A
Staying Put (Furnish)	N/A	N/A	N/A

Organisations not recommended for funding – impact on PREGNANCY and MATERNITY

Organisation		L / M / H	+ or -
Sporting Education (i-Volunteer)	N/A	N/A	N/A
Staying Put (Bike Project, Phoenix Farm)	N/A	N/A	N/A
Waste Watch	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 in their preferred way, as they will have to access mainstream services. This could mean having to access a mainstream service with an interpreter instead of having a specialist service available where support can be provided directly by someone who speaks the service users' language.

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.

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Organisations recommended for funding – impact on RACE			
Organisation		L /M / H	+ or -
Groundwork London	Target beneficiary data suggests that this service expects about 50% BME users.	High	+
H&F Community Gardens Association	Figures submitted with the application show that many BME service users will benefit from accessing this service, about 45% BME users are expected.	High	+
H&F Community Transport (coach vouchers, developmental worker)	Target beneficiary data for the coach voucher service suggests that this service expects about 70% BME users. Similar figures for the developmental worker application.	High	+
H&F Urban Studies Centre	Target beneficiary data suggests that this service expects about 40% BME users.	High	+
Staying Put (Furnish)	Target beneficiary data suggests that this service expects 67% BME users.	High	+

Organisations not recommended for funding – impact on RACE			
Organisation		L /M / H	+ or -
Sporting Education (i-Volunteer)	39% users expected to be white British, 10% white Irish, about 51% from BME communities. While not funding is of medium relevance to these groups, potential users of this service can access structured volunteering activities to alternative 3rd Sector Investment Fund funded services, such as the H&F Volunteer's Centre.	Medium	-
Staying Put (Bike Project, Phoenix Farm)	Phoenix Farm application is targeting school children, but service would be more appropriately funded through the school. HCGA are already funded to contribute. Staying Put bike project recommended for funding under the Arts, Culture and Sports specification.	Low	-
Waste Watch	Target beneficiary data suggests that this service expects 37% BME users. The service is considered to be a pilot project, it is therefore difficult to refer with any potential alternatives	Medium	-

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 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 for them .			
Negative impact: none identified			
How negative impact will be addressed: n/a			
Organisations recommended for funding – impact on RELIGION/BELIEF (including non-belief)			
Organisation		L /M / H	+ or -
Groundwork London	N/A	N/A	N/A
H&F Community Gardens Association	N/A	N/A	N/A
H&F Community Transport (coach vouchers, developmental worker)	N/A	N/A	N/A
H&F Urban Studies Centre	N/A	N/A	N/A
Staying Put (Furnish)	N/A	N/A	N/A

Organisations not recommended for funding – impact on RELIGION/BELIEF (including non-belief)			
Organisation		L /M / H	+ or -

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Sporting Education (i-Volunteer)	N/A	N/A	N/A
Staying Put (Bike Project, Phoenix Farm)	N/A	N/A	N/A
Waste Watch	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, all of the recommended services anticipate an equal or higher take up of female service users.

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 -
Groundwork London	51% of beneficiaries will be female and 49% male; large numbers of service users expected.	Medium	+
H&F Community Gardens Association	About 60% of beneficiaries will be female and 40% male; large numbers of service users expected.	High	+
H&F Community Transport (coach vouchers, developmental worker)	For the coach both services, about 60% of beneficiaries will be female and 40% male; large numbers of service users expected.	High	+
H&F Urban Studies Centre	50% of beneficiaries will be female and 50% male; large numbers of service users expected.	Medium	+

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Staying Put (Furnish)	50% of beneficiaries will be female and 50% male; large numbers of service users expected.	Medium	+
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Organisations not recommended for funding – impact on SEX

Organisation		L / M / H	+ or -
Sporting Education (i-Volunteer)	50% of beneficiaries will be female and 50% male, but potential users of this service can access structured volunteering activities to alternative 3rd Sector Investment Fund funded services, such as the H&F Volunteer’s Centre.	Low	-
Staying Put (Bike Project, Phoenix Farm)	Phoenix Farm application is targeting school children, but service would be more appropriately funded through the school. HCGA are already funded to contribute. Staying Put bike project recommended for funding under the Arts, Culture and Sports specification.	Low	-
Waste Watch	51% of beneficiaries will be female and 49% male. The service is considered to be a pilot project, it is therefore difficult to refer with any potential alternatives	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. No applications were received that proposed a service targeting a user group with a specific sexual orientation. All applicants operate their own standard Equal Opportunities Policy or have agreed to adhere to the Council’s. 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 for 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 -
Groundwork London	N/A	N/A	N/A
H&F Community Gardens Association	N/A	N/A	N/A

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H&F Community Transport (coach vouchers, developmental worker))	N/A	N/A	N/A
H&F Urban Studies Centre	N/A	N/A	N/A
Staying Put (Furnish)	N/A	N/A	N/A

Organisations not recommended for funding – impact on SEXUAL ORIENTATION

Organisation		L / M / H	+ or -
Sporting Education (i-Volunteer)	N/A	N/A	N/A
Staying Put (Bike Project, Phoenix Farm)	N/A	N/A	N/A
Waste Watch	N/A	N/A	N/A