

Working together to create a borough of opportunity Predictive Equality Impact Assessment (PEIA) (V.6) FOR ALL COUNCIL DECISIONS ONLY



Title of report or proposal:

3rd Sector Investment Fund

1. Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

Cabinet on 7th September 2009, agreed the 3rd Sector Strategy, which sets out the Council's commitment to providing funding and premises support to the local 3rd sector. Specifically, that report set out how the Council's main investment programme for the sector (The 3rd Sector Investment Fund), would be allocated. The 3rd Sector Strategy: Investment Plan sets out:

- Eligibility criteria for investment support
- A focus on outcomes and evidencing benefits to residents
- The proposed funding term
- The return on our investment – expected broader activities and outcomes

The Cabinet report also set out the council's intention to competitively tender the 3rd sector investment fund over a two year programme. The report set out the process by which the resources will be allocated, including clarifying the rationale for preserving the budget, setting clear criteria for funding and the process by which the Council determines the services and outcomes for residents that the resources should deliver.

The purpose of this report is to:

- 1 recommend the allocation of the 3rd Sector Investment Fund for the areas of:
 - Infrastructure
 - Children, Families & Young People
 - Economic Wellbeing & Opportunity
 - Health & Wellbeing (older people)
2. To recommend services for funding which will deliver the desired outcomes (as set out in the service specifications) and that particular communities and residents have access to the services they need.
3. To secure delegated authority to appropriate Directors to allocate the uncommitted budget where there was a lack of applications (or insufficient good quality applications) to deliver particular outcomes in service areas
4. To clarify the terms under which funding is offered – including an overall reduction of the 3SIF budget, and reduced funding year on year to funded organisations.

Department:

Community Services Department

Officer Responsible: **(to be completed by the report author)**

Sue Spiller: Sue.spiller@lbhf.gov.uk, tel: 020 8753 2483

Form and report MUST be checked and countersigned by the Opportunities Officer (Organisational Development)

Opportunities Officer: **(to be completed by the Opportunities Manager)**

Signed off by Carly Fry on 24th June 2010 Email PEIA@lbhf.gov.uk Tel 020 8753 2355

1. Who are the main people that this decision will affect?

All residents – but in particular: children, young people and families; older people; those in need of support in relation to employment, legal advice and financial capability.

The approach taken:

This commissioning process is seeking to tender services across the four areas listed above. As part of the assessment and recommendation process, officers have conducted a separate equalities impact assessment for each service area and the recommendations being put forward regarding allocation of funding towards particular services and organisations.

As part of the application process, organisations were requested to project the likely beneficiaries of their services. This included profiling by:

- Race
- Gender
- Age
- Disability (and type of disability)
- Faith
- Sexual orientation
- Location
- Socio-economic factors, including low income, single household, single parent, ex offender, etc.

Officers compared the user profiles across Race, Gender and Disability for all applicants, both recommended and not recommended, to identify if any particular impact would result from the range of services recommended. Officers also considered the impact of cessation of services, currently funded under the investment fund, that are not recommended for funding in this report.

The broader, socio-economic categories of user profiles for recommended applications were then compared to ascertain if any particular sections of residents would be adversely affected, or had not been identified as potential beneficiaries.

2. Identify the risks that could prevent the planned outcomes

The service specifications set out the particular outcomes that the council wishes to achieve through the 3rd Sector Investment Fund, and where particular communities or individuals should be the focus of projects funded by the council. The main risks to the delivery of the outcomes will be in the project delivery, and to some degree, the ability of organisations to evidence the outcomes that are proposed.

3. Could the proposal have a positive impact on a) race b) disability c) gender d) sexual orientation e) age f) belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring?)

All groups are expected to provide accessible, user friendly and responsive services that meet the needs of the clients, and deliver the outcomes as set out in the service specifications. Across the four service areas being tendered, it is anticipated that a high level of positive benefit will be delivered to local residents. All service providers will have targets to deliver, and be required to report on the beneficiaries of their services by race, disability, age and gender. It is more difficult to measure impact in terms of sexual orientation and belief system, as it is not anticipated that this level of user profiling will be undertaken by the majority of providers.

A good span of beneficiaries is covered by the clusters of services being recommended, with profiles of target beneficiaries reflecting the known diversity factors of the borough's population. All providers will be required to provide evidence of complaints and customer feedback as part of their quarterly monitoring returns.

4. Could the proposal have a differential negative impact on a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?

Race: The profile of potential beneficiaries of services across the four service areas broadly matches the borough profile. However, the recommendation will result in the cessation of a number of currently funded community specific services, including to Bengali children in the north of the borough, Eastern European working age adults needing support to access welfare benefits and employment. Whilst users of these services will continue to have access to generic high quality services, there is likely to be a negative impact that a community specific service is no longer available to them.

Disability: applications for specific services to disabled people were received under the Economic Wellbeing & Opportunity specification. One was re-categorised as better meeting the Children, Young People & Families specification. Although these services are not recommended for funding – the cluster of services that are recommended also include disabled people as target beneficiaries.

The recommendations for services to be funded under Economic Wellbeing & Opportunity will result in existing welfare benefits service and employment services for disabled people being no longer funded by the council, although the organisation is also funded from other sources to provide welfare benefits advice. It is likely that disabled people may experience a negative impact, as there will no longer be the same level of employment and welfare benefits advice provided specifically to disabled residents.

Employment services aimed at people with mental health needs: no bids were received for targeted employment services for people with mental health needs. This includes the currently funded service that provides employment support services to people with mental health needs. It is likely that people with mental health needs will be adversely impacted when funding for this service is no longer provided by the council from September 2010.

Gender All recommended services are likely to provide appropriate levels of support to male and female beneficiaries which is reflective of the borough profile.

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

It is anticipated that the services recommended for funding will deliver a range of positive benefits on the health outcomes of the local population. In particular, the specifications for Health & Wellbeing (older people) and Children, Young People & Families include a number of health related outcomes, that a number of organisations are proposing to deliver.

No negative impact has been identified.

6. Can any differential negative impact of the decision be justified?

As all providers will be expected to deliver services that are accessible to all borough residents (with the exception of those that are community specific). As the cluster of services recommended are proposing to deliver services to a broad spectrum of users, with specific targets for reaching disabled, BME, specific age, gender, location or socio-economic determinant communities, it is anticipated that a good level of service will be available to local residents, and that negative impact will be thus addressed.

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

Consultation took place with 3rd sector organisations in 2009 on the service specifications for the four service areas being tendered. One session was held to introduce all service specifications, with a further separate workshop on each:

- 19th May 09 – all specifications

- 20th May – Economic Wellbeing & Opportunity
- 20th May – Health & Wellbeing (older people)
- 21st May – Infrastructure
- 28th May – Children, Young People & Families

A briefing session on each service specification was held during week commencing 21st September 09, to launch the fund and outline the service specification and application form to interested organisations.

A further briefing session on each service area, including a workshop session on outcomes, were held

- 22nd October - Children, Young People and Families
- 22nd October - Economic Wellbeing & Opportunity
- 3rd November - Infrastructure
- 3rd November - Health and Wellbeing (older people)

8. Do you need to undertake any further consultation? If so, what and with whom?

no

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

Close monitoring of funded organisations to ensure that organisations are delivering services to specific communities. Monitoring data will identify the proportion of services being taken up by users from different communities. 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.

PLEASE EMAIL COMPLETED FORM TO PEIA@lbhf.gov.uk

**Contact: Equalities & Diversity Officer, 020 8753 3430
London Borough of Hammersmith & Fulham**