

3rd Sector Investment Fund: Infrastructure PEIA

1. IMPACT ON RACE, DISABILITY AND GENDER

Area 1a: RACE

Positive Impact: All organisations are expected to ensure they promote fair access and that the service meets the needs of all communities. Fundraising, management and governance support are generic 3rd sector needs which will be met by the infrastructure services commissioned. The priority is for infrastructure organisations to be able to understand the challenges and support the needs of emerging, small and medium sized voluntary organisations rather than commission single issue services.

Service users will be primarily from White British, White other and African and other black communities. This mirrors the LBHF profile, the largest sub groups in the borough being white and people of black ethnic origin. The number of service users from other ethnic backgrounds is lower although this also reflects the numbers in the borough.

Although the need for specific single issue capacity building and advice and guidance services has not been identified as a priority, the need for a Black, Asian, Minority Ethnic and Refugee 'voice' network has been. The need for a 3rd Sector premises support service has been recognised by the Council as a short term priority. The service will complement the 3rd Sector Premises Plan and the development of 3rd sector hubs in the Borough. The service will be commissioned for a maximum of two years.

Negative impact: Organisations will disproportionately target White British communities with other communities not being targeted to the same extent. A generic fundraising service may not have the skills and knowledge necessary to support BME/refugee groups as the needs could be different in these communities.

The generic services commissioned may not have the capacity or the skills to represent the BAMER community. Although many of the issues facing BAMER 3rd sector groups are the same as mainstream organisations they differ when focussing on representation, voice and advocacy. By not funding a BAMER network the Borough risks marginalising a large number of residents.

How negative impact will be addressed:** Service Level Agreements will ensure that services are targeted equitably. Organisations will be monitored regularly and will be expected to illustrate that they have targeted under represented groups. All organisations have comprehensive equal opportunities policies. A BAMER 'voice' network will be commissioned (see below for further details).

By recognising the need for a BAMER 'voice' network, the Council is prepared to tender a network with the remit of sharing information relevant to BAMER communities. The network will be responsible for representing BAMER communities in discussions with the Council and PCT on matters of policy. The network will be designed to complement the H&F Community Relations Group.

Organisations will need to demonstrate how they have considered language and cultural barriers to service uptake, and how these barriers have been addressed effectively. 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 expected service take up (considering nature of service) in comparison with the borough profile, organisations will be given improvement targets to address the imbalance.

Organisations recommended for funding – impact on RACE			
Organisation	Positive impact	Negative impact	Actions
CaVSA Core	High - Funding the core costs of CaVSA enables the organisation to deliver its key services to the whole sector. Without this service the 3 rd sector would have no borough based independent support. The organisation is open to all communities and funding the core costs will enable CaVSA to offer the opportunity for emerging and small BAMER organisations to receive free advice and information.	Low	see above*
CaVSA 3 rd Sector Fundraising Project	High - Fundraising support is a generic 3 rd sector need which will be met by the commissioning of this service. A Council priority is for infrastructure organisations to be able to understand the challenges and support needs of emerging, small and medium sized voluntary organisations rather than commissioning single issue services. Service users will be primarily from White British, White other and African and other black communities. This mirrors the LBHF profile. The number of service users from other ethnic backgrounds is lower although this also reflects numbers in the borough.	Medium - Although there are smaller numbers of communities from Asia in the borough (including Bangladeshi, Chinese, Pakistani and Indian communities) the organisation does not currently target organisations from these smaller ethnic communities. A generic fundraising service may not have the skills and knowledge necessary to support BME/refugee groups as the needs could be different in these communities.	Possibly the greatest challenge facing emerging, small and medium (and large) 3 rd Sector organisations to ensure financial sustainability, this is not a BME specific challenge but one that is felt across the sector. A generic fundraising service will ensure all organisations receive the information and support they need.
Community Accountancy Self Help	High - Accountancy support is a generic 3 rd sector need which will be met by the commissioning of this service. 3 rd sector organisations in the borough regardless of size and focus need to understand how to ensure the financial wellbeing of their organisation. The provision of this service mirrors the borough profile with the majority of service users coming from White (British, Irish, other) and African and 'black other' groups. The service will also be targeted at other communities including Asian and	Low - The capacity of BAMER organisations may be lower than those of host communities due to a language barrier and a lack of understanding regarding the structure and processes needed in a UK setting. A generic accountancy service may not have the knowledge and skills to manage the challenges of working with organisations from	see above*

	other although these numbers are much smaller in order to reflect the borough profile.	different backgrounds.	
H&F Volunteer Centre	High - This organisation offers specific training, placement and support schemes for volunteers. The service is available to all communities but users will be primarily from White British, White other and black communities. This mirrors the LBHF profile. The number of service users from other ethnic backgrounds is low although this also reflects numbers in the borough.	Low	see above*
HAFAD (Active Citizens)	High - This organisation specifically supports disabled people. Their current services are available to all deaf and hard of hearing residents but this project will increase uptake by deaf users. Service users will be primarily from White British, White other and black communities. This mirrors the LBHF profile.	Low	see above*
Urban Partnership Group (Urban Futures)	High - The Community Centre is a key community resource in this area of the borough and offers activities and services to all residents. The provision of this service mirrors the borough profile with the majority of service users coming from White (British, Irish, other) and African and 'black other' groups. The service will also be targeted at other communities including Asian and 'other' although these numbers are much smaller which reflects the borough profile.	Low	see above*

Organisations NOT recommended for funding – impact on RACE

Organisation	Positive impact	Negative impact	Actions
Bishop Creighton House (Community Centre)	Low	Low - The organisation will not be funded by LBHF to employ staff to manage the community centre. This may result in a negative impact for BAMER and generic organisations which access the centre in terms of their ability to access space to deliver their services	None. There are a number of community spaces which can be hired in the south of the borough although BCH's provision of community space is not expected to be adversely affected by the lack of infrastructure funding.
CITAS	Low	Low - Residents from BAMER communities will not be able to access the support offered regarding health, education and employment leading to uninformed choices being made.	None. There are other organisations in the Borough who provide specific information and advocacy regarding health, education and employment.

CaVSA H&F Supplementary Schools Project	Low	Moderate - The network members (most from BAMER communities) may not be able to access the same level of support to assist the development of their services. This may result in a negative impact on service, including those from BME communities, particular in regard to service quality.	Generic organisational support will still be available from CaVSA
CaVSA 3 rd Sector Hubs Project	Low	Low - may have an impact on the level of support available to organisations, including BME, to assist them with premises issues.	Signposting via CaVSA website to generic and pan-London premises support services. The council proposes to retender premises support services to the 3 rd sector
Firsthand Ltd	Low	Medium – Cessation of current funding may have an impact on the ability of the organisation to run the community centre. This is likely to have an impact on service users from African and other black communities (61% of current users).	None. The organisation is not dependent on funding from LBHF and is able to raise funds through room hire and leasing office space. There are a number of alternative community spaces that BME organisations can access in the area.
Grove Neighbourhood Centre	Low	Low - The community centre would no longer be funded by LBHF, possibly resulting in staff reductions. This may have an impact the type and amount of services which are run from the site but it is not anticipated that this will have a disproportionate impact on BME communities.	None. The organisation is not dependent on funding from LBHF. It is able to raise its own funds through room hire and leasing office space which will enable it to continue to offer services.
H&F BME	Low	Low - Service users are 100% from BAMER communities, however, the service is not currently funded through the 3 rd Sector Investment Fund. Likely impact is that organisations are not offered an increased level of support.	The Council recognises the need for a BAMER 'voice' network which will encourage BAME and refugee organisations to work together in order to influence policy, advocate and share information on the key issues facing BAMER groups. The Council is therefore committed to commissioning this service. The network will not have a capacity building or fundraising function as this will be provided by CaVSA and CASH ensuring that there is no duplication.
H&F Refugee Forum	Low	Low - Service users are 100% from refugee communities. Cessation of funding this service may result in negative impact for BME/Refugee organisations who have had access to specific support in the past. .	
Harmony Community	Low	Low - The organisation will not be able to support 10 voluntary sector and early years' childcare	The Council will commission a service to work with groups to explore the possibility of developing social

Day Nursery		providers to become social enterprises. Current users of the service are predominantly White British (48%) with the second largest user group is African (18%).	enterprise activities. The service will be generic, responsible for working with all 3 rd sector groups including childcare providers.
Minaret Community Centre	Low	Low - The client base is 70% African and predominantly serves the Somali community. Without this service Somali communities may struggle to receive support and guidance.	None. The documented numbers of Somali residents in the Borough is 1,200 and there is thought to be over 12 Somali organisations in the Borough working to support them, this suggests that support is available to the community should this service not be available.
Play Association H&F (Play Network Infrastructure Support)	Low	Moderate - Independent play groups may not receive the support necessary for them to thrive. The largest user groups are African (28%) and white British (16%). Cessation of funding to this service is likely to have a negative impact on play provision services that support BME communities.	None. The organisation is not reliant on Council support as it receives external funding. The groups which access the Play Association could benefit from working with a generic support organisation funded by the borough in order to build capacity and facilitate consortia. The Councils decision not to fund this organisation does not prevent the play groups from functioning.
Pre-School Learning Alliance	Low	Low - Independent pre-school learning groups may not receive the support needed for them to thrive. The largest user groups are white British (32%) and other (24%).	None. The organisation is not reliant on Council support as it receives external funding and is able to raise its own revenue through service charges. The groups which access the Pre-School Learning Alliance could benefit from working with a generic support organisation funded by the borough in order to build capacity and facilitate consortia. The Councils decision not to fund the organisation does not prevent pre-school learning groups from functioning.
Standing Together Against Domestic Violence	Low	Moderate - The project would work with 80% BAMER communities. The specific and sensitive nature of the service could mean that 3 rd sector organisations do not access other Domestic Violence information services. This project is the	None. DV support, information and referral systems continue to be available in the borough. The organisation will be encouraged to apply under a more appropriate service area in the next Investment fund round.

		only opportunity offered to small BAMER organisations wanting to improve their response and understanding of DV.	
Tendis Ltd (Community Hub)	Low	Low - The employment centre would work with white British (17%), white other (16%) and Black other (27%) residents from the Borough. By not funding the service these residents may not access any other forms of employment support or training.	None. The opportunities for residents from all communities to access employment support, particularly in the north of the Borough are not restricted to this employment centre. There are a number of initiatives available to BAMER and host communities in the Borough which meet employment support needs.
The Townmead Youth Club at St Michaels	Low	Low - The organisation will not be funded to deliver administrative and cleaning functions at the centre. This may have an impact on the centre's operational ability, but is not considered to have a significant impact on the provision of youth activities.	None.

Area 1b: DISABILITY

Positive impact: All successful applicants are expected to demonstrate their commitment to equalities including how services will be accessible to people who are disabled. Four of the six projects work with all types of disability listed. One organisation works solely with people who are disabled. People with long term conditions receive the largest amount of support from the Infrastructure services and people with learning disabilities the second. Five of the six organisations provide generic services and it is potentially beneficial for disabled people to have the opportunity to use mainstream services. The portfolio of services which have not been recommended differ in their commitment to supporting individuals and organisations with disability. Some have a strong commitment, others do not.

Negative impact: The absence of choice of specialist services may lead to disability organisations not having their needs fully met (e.g. sign language, accessibility of buildings).

How negative impact will be addressed*: Service level agreements will stress the importance of accommodating all 3rd sector organisations, residents and their needs, if necessary by co-operating with other specialist services to ensure outreach and referral of people to mainstream services. The organisations which have been recommended for funding all possess and adhere to equal opportunities policies. Organisations will need to demonstrate how they have considered disability barriers to service uptake, and how these barriers have been effectively addressed. Monitoring data will identify the proportion of services being taken up by disabled 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

Organisations recommended for funding – impact on DISABILITY

Organisation	Positive Impact	Negative Impact	Actions
CaVSA Core	High - Funding the organisation allows it to provide services which can be accessed by disability organisations, including fundraising support, networking opportunities and training.	Low - The services offered are generic and therefore may not be able to tailor to the needs of disability organisations. CaVSA's head office is not accessible.	See above*. CaVSA will be encouraged to hold meetings/outreach sessions in fully accessible premises and if looking for future office accommodation will be required to ensure it is fully accessible.
CaVSA 3 rd Sector Fundraising Project	High - As the project offers generic services it will assist disability organisations with fundraising and governance support.	Low - Disability organisations feel that the support they need is specific which can not be met by generic fundraising services	See above *
Community Accountancy Self Help	High - As the project offers generic services it will assist disability organisations with accountancy support. CASH demonstrates that it works with people who consider themselves to have learning disabilities, sensory impairments, long term conditions, physical disabilities and mental health issues.	Low – Specific financial services have not been identified as required for organisations delivering services to disabled people.	See above *
H&F Volunteer Centre	High - Funding the organisation allows it to provide services which can be accessed by disabled residents.	Medium - A generic volunteering organisation may not have a full understanding of the issues facing disabled people who want to volunteer, and may not have the skills or knowledge needed to support organisations to take on disabled volunteers.	The organisation will be monitored to ensure that its services are fully accessible. The organisation will be encouraged to link with specialist services in order to receive advice and support on the needs of disabled volunteers. The organisation will be expected to evidence how it is making its services accessible, relevant and attractive to disabled residents and disability organisations.
HAFAD	High - This is a specialist disability	Low – the organisation has not	The organisation will be required to provide

(Active Citizens)	organisation funded in this instance to increase take-up of services by deaf residents.	demonstrated how it will improve its existing service provision to better meet the needs of deaf residents.	evidence of increased take-up of its services by deaf residents.
Urban Partnership Group (Urban Futures)	High - The community centre is accessible and offers activities and space to meet to all residents and community organisations.	Low	See above*

Organisations NOT recommended for funding – impact on DISABILITY

Organisation	Positive impact	Negative impact	Action
Bishop Creighton House (Community Centre)	Low	Low - Only 5% of service users identify themselves as disabled.	Other services in the borough are well placed to support disabled people and there are a number of fully accessible community centres in near-by Fulham and other parts of the borough.
CITAS	Low	Low - 60% of service users likely to be disabled (mainly long term health condition). Service users will not be able to access health advice or make informed choices regarding their health and well being.	None. There are a number of specialised agencies in the borough which have the skills and capacity necessary to support disabled people to make informed choices regarding their health and well being.
CaVSA H&F Supplementary Schools Project	Low	Low - 18% of users are expected to be disabled.	None. Whilst the Council recognises the good work carried out by supplementary school's there are a number of specialised agencies in the borough which have the skills and capacity necessary to support disabled children and young people to make informed choices regarding their education.
CaVSA 3 rd Sector Hubs Project	Low	Low - 18% of users are expected to be disabled. Likely impact will be that disability organisations will not be able to access support with looking for premises and could therefore struggle with the legal and financial issues raised when looking for and managing	A number of national and pan London organisations exist to offer support with 3 rd sector premises issues. The number of organisations accessing the current service does not suggest that demand is high for premises support and information.

		property. Cessation of funding to this service is likely to have a negative impact on premises support for disability organisations, but not disproportionate to generic organisations.	The council intends to retender for a premises support function for a short term basis.
Firsthand Ltd	Low	Low - 18% of service users identify themselves as disabled. Cessation of funding to this service is likely to have a negative impact on the availability of community space available to residents who identify themselves as being disabled.	The organisation is not dependent on funding from LBHF. It is able to raise its own funds through room hire and leasing office space. It is funded by external funders. There are a number of alternative community spaces that can be hired locally.
Grove Neighbourhood Centre	Low	Low - 80% of service users identify themselves as disabled. Cessation of funding is likely to have an impact on the running of the centre and the type and amount of services which are run from the site. This is likely to result in a negative impact on the availability of community space available to disability organisations and disabled residents.	The organisation is not dependent on funding from LBHF. It is able to raise its own funds through room hire and leasing office space. The provision of accessible services and spaces should not be adversely affected.
H&F BME	Low	Low - 0% of service users identify themselves as disabled	The Council recognises the need for a BAMER 'voice' network which will encourage BAME and refugee organisations to work together in order to influence policy, advocate and share information on the key issues facing BAMER groups. This would include disabled people from BAMER communities. The Council is therefore committed to commissioning this service. The network will not have a capacity building or fundraising function as this will be provided by CaVSA and CASH ensuring that there is no duplication.
H&F Refugee Forum	Low	Low – Not proposing to target disability groups as part of their service provision. Cessation of this service may have a negative impact on disabled service users.	
Harmony Community	Low	Low – No proposing to target disability groups as part of their service provision.	See above*

Day Nursery		Cessation of this service may have a negative impact on disabled service users.	
Minaret Community Centre	Low	Low - 16% of service users identify themselves as having some form of disability.	None. The documented numbers of Somali residents in the Borough is 1,200 and there is thought to be over 12 Somali organisations in the borough working to support them, this suggests that support is available to the community should this service not be available.
Play Association H&F (Play Network Infrastructure Support)	Low	Low - 50% of service users identify themselves as having some form of disability. Cessation of this service may have a negative impact on disabled service users.	The groups which access the Play Association could benefit from working with a generic support organisation funded by the Borough in order to build capacity and facilitate consortia, if this is not appropriate there are specialised disability organisations in the Borough which could offer support. The Councils decision not to fund the organisation does not stop the play groups from functioning.
Pre-School Learning Alliance	Low	Low - Only 18% of service users define themselves as being disabled. Independent pre-school learning groups may not receive the support necessary for them to thrive. Cessation of this service may have a negative impact on disabled service users.	The organisation is not reliant on Council support as it receives external funding and is able to raise its own revenue through service charging. The Councils decision not to fund the organisation does not stop the pre-school learning groups from functioning.
Standing Together Against Domestic Violence	Low	Low - 0% of service users identified as likely to be disabled people. Cessation of this service may have a negative impact on disabled service users.	None. See above*
Tendis Ltd (Community Hub)	Low	Low - 18% of service users are likely to be disabled people.	None. The opportunities for residents from all communities to access employment support, particularly in the north of the borough are not restricted to this employment centre. Services commissioned through the Economic Wellbeing

			<p>service area will include targets to provide employment support to disabled people.</p> <p>The application does not fit under the Infrastructure theme as the project is focussed on employment support with little or no focus on running the premises as a community centre open to the whole community.</p>
The Townmead Youth Club at St Michaels	Low	Low - Only 0.6% of service users identify themselves as disabled.	None. See above*

Area 1c: Gender

Positive impact: All services funded through the Infrastructure strand are generic and are not gender specific. This ensures equality of access across the suite of funded services. The Council has not identified the need for single issue support services as this can be divisive and a drain on resources. Instead a portfolio of services will be funded which offers comprehensive generic support to the 3rd sector and Borough residents. Generally, more women use most of the recommended services, which indicates that their needs are being met.

Negative impact: Generic services may not be able to manage or understand the sensitive nature of the work carried out by gender specific organisations. The portfolio of projects would have delivered services to a higher percentage of women than men with one organisation delivering only to women. Although women use the majority of services more frequently than men, in most cases there are suitable alternatives or little impact if the projects are not funded.

How negative impact will be addressed*: Service level agreements for funded groups will stress the importance of accommodating all residents and their needs, if necessary by co-operating with other specialist services. Organisations will need to demonstrate how they have considered gender 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 of different genders. 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 GENDER

Organisation	Positive Impact	Negative Impact	Actions
CaVSA Core	High - Funding the organisation allows it to provide services which can be accessed by all residents regardless of	Low - The organisation is not ensuring that support services are targeted to male oriented	The Service Level Agreement will set out what is expected of the organisation and a commitment to ensuring equality of access

	gender. Services are not targeted and users are currently predominately female (75%).	organisations	will be included. The Council will request evidence detailing how the services provided are ensuring equal access.
CaVSA 3 rd Sector Fundraising Project	High - The service is generic and is open to all 3 rd sector organisations regardless of gender.	High - The service is disproportionately focussed at men with only 3% of service users likely to be female. The service may not be attractive or relevant to women led organisations, which is reflected in the number of users.	See above*. The Council will expect a significant change in the numbers of female service users requiring evidence of the measures that have been taken by the service to attract more women.
Community Accountancy Self Help	High - The service is not gender specific and attracts a roughly even mix of men (45%) and women (55%) users	Low	None
H&F Volunteer Centre	High - The service is not gender specific. If the organisation was approached by a gender specific group the organisation would ensure that the support that was provided was appropriate.	Low - 30% of service users are men	The Service Level Agreement will set out what is expected of the organisation and a commitment to ensuring equality of access will be included. The Council will request evidence detailing how the services provided are ensuring equal access.
HAFAD (Active Citizens)	High - The service is generic and is open to all residents who identify themselves as Deaf regardless of gender.	Low	None. However, monitoring requirements will include data on the impact of the service in increasing take up of services by Deaf female residents.
Urban Partnership Group (Urban Futures)	High - The service is not gender specific. If the organisation was approached by a gender specific group the organisation would ensure that the support which was provided was appropriate.	Low	The Service Level Agreement will set out what is expected of the organisation and a commitment to ensuring equality of access will be included. The Council will request evidence detailing how the services provided are ensuring equal access.

Organisations NOT recommended for funding – impact on GENDER

Organisation	Positive impact	Negative impact	Action
Bishop Creighton	Low	Low - Women are disproportionately served by this project (66%). Cessation of this service may have a	Other services in the Borough are available for hall and office hire and are not gender

House (Community Centre)		negative impact on male and female users.	specific.
CITAS	Low	Low - 65% of users projected to be female.	Health and wellbeing services are available in the Borough both to women and men from other agencies.
CaVSA H&F Supplementary Schools Project	Low	Low – projecting 75% of users would be female	None. See above*
CaVSA 3 rd Sector Hubs Project	Low	Low - Projecting a high take up of this service by women (75%). Cessation of this service may have a negative impact on male and female users.	A number of national and pan London organisations exist to offer support with 3 rd sector premises issues. They are generic and can be accessed by all groups regardless of gender.
Firsthand Ltd	Low	Low - Men (53%) access this service more frequently than women (47%). Cessation of this service may have a negative impact on male and female users.	The organisation is not dependent on funding from LBHF. It is able to raise its own funds through room hire and leasing office space. It is funded by external funders. There are a number of community spaces that can be hired in the fully accessible White City Community Centre (situated across the road from Firsthand).
Grove Neighbourhood Centre	Low	Low - Women are disproportionately served by this project (75%). Cessation of this service may have a negative impact on male and female users.	The organisation is not dependent on funding from LBHF. It is able to raise its own funds through room hire and leasing office space. There are a number of other community spaces in the Borough that could be used for activity spaces and service provision if needed.
H&F BME	Low	40% of service users are men and 60% women. Cessation of this service may have a negative impact on male and female users.	The organisation does not offer gender specific support so capacity building and financial support can be accessed from the

			generic 3 rd sector support organisations in the borough
H&F Refugee Forum	Low	Low – Not proposing to target specific gender organisations as part of their service provision. Cessation of this service may have a negative impact on male and female users.	The organisation does not offer gender specific support so support can be accessed from the generic 3 rd sector support organisations in the borough
Harmony Community Day Nursery	Low	Low - 100% of service users will be women who will be unable to access social enterprise support.	The Council recognises the importance of social enterprise so will commission a generic service to assist 3 rd sector organisations with diversification. This service will not be gender specific but will be available to all interested parties.
Minaret Community Centre	Low	Low - 40% of service users are men and 60% women.	The documented numbers of Somali residents in the Borough is 1,200 and there is thought to be over 12 Somali community organisations including a number of women only groups in the borough working to support them, this suggests that a satisfactory level of support is available to the community.
Play Association H&F (Play Network Infrastructure Support)	Low	Low - The organisation provides services equally to male and female users (50% / 50%). Cessation of this service may have a negative impact on male and female service users.	The groups which access the Play Association could benefit from working with a generic support organisation funded by the Borough in order to build capacity and facilitate consortia. The Councils decision not to fund the organisation does not restrict the play groups from functioning.
Pre-School Learning Alliance	Low	Low - The organisation provides services on a closely equal basis (49% male / 51% female). Cessation of this service may have a negative impact on male and female service users.	The organisation is not reliant on Council support as it receives external funding and is able to raise its own revenue through service charging. The Councils decision not to fund the

			organisation does not restrict the pre-school learning groups from functioning.
Standing Together Against Domestic Violence	Low	Medium - The organisation would provide services to 40% men and 60% women. Services are available in the Borough for victims of DV but there are currently no opportunities for organisations to learn how best to support their communities with DV issues. Men in particular would benefit from this service. Cessation of this service may have a negative impact on male and female service users.	None. See above*
Tendis Ltd (Community Hub)	Low	Low - 25% of service users will be men and 75% women	The opportunities for residents from all communities to access employment support, particularly in the north of the borough are not restricted to the funding of this employment centre. There are a number of initiatives available to communities regardless of gender in the borough which meet employment support needs.
The Townmead Youth Club at St Michaels	Low	Low - 59.1% of service users will be men and 40.9% women	It is not anticipated that the Council's decision will impact the capacity of the organisation to provide non gendered services.

1d. Additional areas

SEXUAL ORIENTATION	No applicants proposed that their service would specifically target or exclude individuals from LGBT communities.
AGE	Of the organisations recommended for funding there is a reasonable spread across age groups with the largest number of users falling in the 18 - 75 age range
BELIEF	No applicants proposed that their service would specifically target or exclude individuals from particular faith communities.
LOCATION	Figures provided by those organisations recommend for funding shows that services are likely to attract service users from all parts of the borough.

OTHER	

2. 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 not anticipated that the proposal will have a negative impact on the health outcomes of the local population. Two successful applicants will run or have projects run from their premises which are designed to improve resident's health (HAFAD and Urban Partnership).

One unsuccessful applicant has applied for funding to run a health project as part of a community centre. The application does not fit with the Infrastructure service specification and there are a large number of Somali Community organisations and health care agencies already providing support, advice and information to the Somali and African communities. Two unsuccessful applicants who applied for funding to run community centres are able to raise their own independent revenue and it is expected that activities will still be able to run from the centres.

3. Please provide evidence e.g. user feedback, complaints, monitoring?

All organisations were required to demonstrate in their application how their service would be informed and shaped by user views. All organisations are required to have a complaints policy in place.

All organisations will be monitored through a service level agreement, which will set out performance targets and outcomes expected. Monitoring information will include complaints and user feedback. Monitoring information will be required quarterly from each funded organisation.

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

There will be a negative impact in terms of a reduced number of organisations that will receive 3SIF support, but not in terms of equality and diversity or on the quality of support that LBHF residents will receive.

The need to provide an inclusive portfolio of support services within budgetary restrictions, together with the Council's Value for Money priority, has determined the need for an open and transparent bidding round which has reduced the number of funded organisations, whilst ensuring that all areas of the Infrastructure specification are delivered.

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

Consultation undertaken on the draft service specification with a wide range of 3rd sector organisations during 2009. The outcomes set out in the specification were clearly articulated to the sector as part of the consultation, and in briefing sessions following the launch of the fund

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

No.