

3SIF: Economic Wellbeing & Opportunity

1. IMPACT ON RACE, DISABILITY AND GENDER:

1a Area: RACE

Positive impact: All organisations recommended for funding are providing inclusive services to local residents of all ethnic backgrounds and required to provide service user figures to evidence this.

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

How negative impact will be addressed: Through the provision of a portfolio of co-related initiatives that are accessible to all sectors of the community, race is already being addressed. Service agreements will stress the importance of accommodating all residents and their need, if necessary with the help of advice and interpreting services (eg CITAS), also, to overcome language barriers, residents will be referred to specialist ESOL provision within the borough including H & F Adult Learning & Skills Services (ALSS). Service outcomes for ethnic minorities will be monitored and discrepancies will be addressed if and when necessary

Organisations recommended for funding – impact on RACE

Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	high , many BAME service users are frequenting this service already	low	see above
H&F CAB (Core Services)	high , many BAME service users are frequenting this service already	low	see above
H&F Credit Union	high , many BAME service users are frequenting this service already	low	see above
St Paul's Centre (The)	high , many BAME service users are frequenting this service already	low	see above
Tendis Ltd (Work Ladder)	high , many BAME service users are frequenting this service already	low	see above
Third Age Foundation	moderate , about 70% of users are expected to be of a white ethnic background	low	see above, accessibility and uptake of services by BAME people will be monitored

Organisations not recommended for funding – impact on RACE

Organisation	Positive impact	negative impact	How negative impact will be addressed
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Breakthrough Deaf and Hearing Integration (deafPLUS)	n/a	n/a	n/a
East European Advice Centre	Moderate to low , not funding this organisation is likely to encourage its users to make better use of mainstream services, and will encourage the organisation to seek out alternative, more relevant funding sources	Moderate to low , as mainstream provision can cover some of the service users, and the organisation is unlikely to cease to exist as a result of no longer being funded by 3SIF. Cessation of this service may have a negative impact on BME service users.	monitor uptake of mainstream services by East European users, address complaints about insufficient support, should they arise
H&F CLC	low	moderate many BAME service users are frequenting this service already	see above. Residents will be able to access legal advice from other providers, but may be located in other boroughs
H&F Volunteer Centre (People into Employment)	n/a	n/a	n/a
HAFAD Economic Inclusion	n/a	n/a	n/a
HAFAD Unlocking Potential	n/a	n/a	n/a
HAFAD Agenda 4 Youth	n/a	n/a	n/a
Iranian Association	Moderate to low , not funding this organisation is likely to encourage its user to make better use of	Moderate to low , as mainstream provision can cover some of the service users, and the	address complaints about insufficient support, should they arise, redirect to alternative provision

	mainstream funding, and will encourage the organisation to seek out alternative funding sources	organisation is unlikely to cease to exist as a result of not being funded by 3SIF. Cessation of this service may have a negative impact on BME service users.	
Notting Hill Housing (H&F into Work)	Moderate to low , although this organisation does not specifically address the needs of any particular ethnic minority, it has high numbers of service users from such minorities; not funding this organisation is likely to encourage its users to make better use of mainstream funding, and will encourage the organisation to seek out alternative funding sources	Moderate to low , as mainstream provision can cover some of the service users, and the organisation is highly unlikely to cease to exist as a result of not being funded by 3SIF	monitor uptake of mainstream services by potential users, address complaints about insufficient support, should they arise
Tendis Ltd (Work Zone – Virtual Hub)	n/a	n/a	n/a
Threshold Centre Ltd	n/a	n/a	n/a
Upper Room (The)	Moderate to low , not funding this organisation is likely to encourage its users to make better use of mainstream funding, and will encourage the organisation to seek out alternative funding sources	Moderate to low , as mainstream provision can cover some of the service users, and the organisation is unlikely to cease to exist as a result of no longer being funded by 3SIF	monitor uptake of mainstream services by East European users, address complaints about insufficient support, should they arise
Urban Partnership Group (Skilled Ready,	n/a	n/a	n/a

Work Steady)			
W&NW London Vietnamese Association	Moderate , not funding this organisation is likely to encourage its user to make better use of mainstream funding, and will encourage the organisation to seek out alternative funding sources	Moderate , as many service users are particularly affected by lack of the English language, however, total numbers of people affected are quite small. Cessation of this service may have a negative impact on BME service users.	encourage mainstream services to promote themselves to this client group, encourage use of CITAS and other support/interpreting services

1b Area: DISABILITY

Positive impact: All organisations recommended for funding are offering inclusive services to local residents with disabilities. It is potentially beneficial for disabled people to have the opportunity to use mainstream services.

Negative impact: The absence of specialist services targetting different groups of disabled people with specific needs may lead to them not having these particular needs fully met (eg sign language, accessibility of buildings).

How negative impact will be addressed: Service agreements will stress the importance of accommodating all residents and their needs, if necessary by co-operating with other specialist services to ensure outreach to and referral of people to mainstream services. Service outcomes for disabled people will be monitored and shortcomings will be addressed as and when necessary.

Organisations recommended for funding – impact on DISABILITY

Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	no information, other than Equal Opportunities documents that commit organisation to accommodate disabled service users	may have low numbers of disabled service users	no data provided by organisation, but their Equal Opportunities documents holds them to accommodate disabled service users; service agreement needs to make collection of relevant monitoring information a higher priority than it appears to be now; if numbers of disabled users are very low, reasons need to be identified and improvement plans implemented
H&F CAB	high , service users with disabilities	low , if any	Service outcomes for disabled people will be

(Core Services)	are already using the service, and accommodationg their needs will be part of service agreement/monitoring		monitored and shortcomings will be addressed as and when necessary
H&F Credit Union	high , service users with disabilities are already using the service (particularly Long Term Conditions), and accommodationg their needs will be part of service agreement/monitoring	low , if any	Service outcomes for disabled people will be monitored and shortcomings will be addressed as and when necessary
St Paul's Centre (The)	No information, other than Equal Opportunities documents that commit organisation to accommodate disabled service users	may have low numbers of disabled service users	no data provided by organisation, but their Equal Opportunities documents holds them to accommodate disabled service users; service agreement needs to make collection of relevant monitoring information a higher priority than it appears top be now; if numbers of disabled users are very low, reasons need to be identified and solutions found
Tendis Ltd (Work Ladder)	Moderate , service users with disabilities are already using the service (particularly Long Term Conditions), but numbers are not very high. Promoting the service to disabled people and accommodating their needs will be part of service agreement/monitoring.	low , if any	Service outcomes for disabled people will be monitored and shortcomings will be addressed as and when necessary
Third Age Foundation	Not all user informaton available, some service users with disabilities are using the service. Collecting more information, promoting the service to disabled people and	number of service users frequenting the service may be lower than it is to be expected for the age group	Incomplete data provided by organisation, but their Equal Opportunities documents holds them to accommodate disabled service users; service agreement needs to make collection of relevant monitoring information

	accommodating their needs will be part of service agreement/monitoring.		a higher priority than it appears top be now; if numbers of disabled users are low, reasons need to be identified and solutions found. Service outcomes for disabled people will be monitored and shortcomings will be addressed as and when necessary.
Organisations not recommended for funding – impact on DISABILITY			
Organisation	Positive impact	negative impact	How negative impact will be addressed
Breakthrough Deaf and Hearing Integration (deafPLUS)	not funding this application is unlikely to have a positive impact on the deaf/hard of hearing people who would have benefitted from the proposed service; however, as proposed user numbers are small and potential unit costs very high, a more efficient use of limited resources is likely to benefit local disabled people; the use of mainstream services that provide for specialist needs is likely to promote inclusion	a small number of deaf/hard of hearing people will not receive a highly personalised supportive service	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary with the help of BSL interpreters. Outcomes for the user group will be monitored.
East European Advice Centre	n/a	n/a	n/a
H&F CLC	low	low , unclear how many disabled people currently access the service. Service site not accessible to those with physical disability.	Disabled people will bew able to access generic advice services, including services in other parts of London, funded by other sources.
H&F Volunteer Centre (People into Employment)	n/a	n/a	n/a
HAFAD	not funding this application may	a number of disabled people will	Service Agreements with mainstream service

Economic Inclusion	not have positive impact on disabled people who would have benefitted from the proposed service; however, a more efficient use of limited resources is likely to benefit local disabled people; and the use of mainstream services is likely to promote inclusion	not receive a highly specialised supportive service	providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with HAFAD, to make good use of existing expertise. Outcomes for the user group will be monitored. HAFAD is an organisation that already receives considerable amounts of other council funding.
HAFAD Unlocking Potential	This application was based on the idea to ringfence some available jobs for disabled people only, at the present state of the law this is not possible, therefore a more efficient use of limited resources is likely to benefit more local/disabled people	n/a , as the proposed service cannot be provided, regardless of funding situation	see above, as far as applicable
HAFAD Agenda 4 Youth (note: this application was also assessed by Children's Services)	this application proposed small user numbers and very high unit costs, a more efficient use of limited resources is likely to benefit local disabled people; the use of mainstream services is likely to promote inclusion	a number of disabled people will not receive a highly specialised supportive service	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with HAFAD, to make good use of existing expertise. Outcomes for the user group will be monitored.
Iranian Association	n/a	n/a	n/a
Notting Hill Housing (H&F into Work)	n/a	n/a	n/a
Tendis Ltd (Work Zone - Virtual Hub)	n/a	n/a	n/a

Threshold Centre Ltd	a more efficient use of limited resources is likely to benefit local disabled people; the use of mainstream services is likely to promote inclusion	some people with disabilities, particularly mental health issues, will not receive a highly specialised supportive service. Cessation of this service may have a negative impact on disabled service users.	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with Threshold, to make good use of existing expertise. Outcomes for the user group will be monitored.
Upper Room (The)	n/a	n/a	n/a
Urban Partnership Group (Skilled Ready, Work Steady)	n/a	n/a	n/a
W&NW London Vietnamese Association	n/a	n/a	n/a

1c Area: GENDER

Positive impact: The portfolio of recommended projects will deliver services to a higher percentage of women than men. There will be targeted support for lone parents (primarily women). Although fewer men chose to use these services, there are no barriers or restrictions that would prevent them to do so. Discrepancies in service uptake between men and women are linked to the nature of the service; ie targeted support for lone parents is likely to have more female beneficiaries.

Negative impact: none anticipated

How negative impact will be addressed: n/a

Organisations recommended for funding – impact on Gender

Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	high, even spread of male and female service users	none anticipated	n/a
H&F CAB (Core Services)	high, over 60 percent female service users	none anticipated	n/a
H&F Credit Union	high, over 60 percent female service users	none anticipated	n/a
St Paul's Centre	high, even spread of male and	none anticipated	n/a

(The)	female service users		
Tendis Ltd (Work Ladder)	high , even spread of male and female service users	none anticipated	n/a
Third Age Foundation	high , 60 percent female service users	none anticipated	n/a
Organisations not recommended for funding – impact on Gender			
Organisation	Positive impact	negative impact	How negative impact will be addressed
Breakthrough Deaf and Hearing Integration (deafPLUS)	none	as more female than male service user numbers are anticipated, more woman than men will potentially miss out as a result of the service not being funded	this portfolio of funded organisations (see above) actually benefits a very high proportion of female service users; this should limit the negative impact of some services that favour women not being funded
East European Advice Centre	none	none	n/a
H&F CLC	none	none anticipated – no particular disadvantage to either gender	n/a
H&F Volunteer Centre (People into Employment)	none	Low - as more female than male service user numbers are anticipated, more woman than men will potentially miss out as a result of the service not being funded. Cessation of this service may have a negative impact on both male and female service users.	this portfolio of funded organisations (see above) actually benefits a very high proportion of female service users; this should limit the negative impact of some services that favour women not being funded
HAFAD Economic Inclusion	none	none	n/a
HAFAD Unlocking Potential	none	none	n/a
HAFAD Agenda 4 Youth	none	none	n/a
Iranian Association	none	none	n/a

Notting Hill Housing (H&F into Work)	none	as more female than male service user numbers are anticipated, more woman than men will potentially miss out as a result of the service not being funded	this portfolio of funded organisations (see above) actually benefits a very high proportion of female service users; this should limit the negative impact of some services that favour women not being funded
Tendis (Work Zone - Virtual Hub)	none	n/a	n/a
Threshold Centre Ltd	none	none	n/a
Upper Room (The)	as considerably more male than female service user numbers are anticipated, few women will potentially miss out as a result of the service not being funded	a disproportionate number of men will potentially miss out as a result of the service not being funded	a number of potential user will be covered by mainstream services
Urban Partnership Group (Skilled Ready, Work Steady)	none	none	n/a
W&NW London Vietnamese Association	Low	Low - Cessation of this service may have a negative impact on a small number of both male and female service users.	n/a

1d Area: **SEXUAL ORIENTATION**

Positive impact: All organisations recommended for funding have an equal opportunities policy that stipulates inclusiveness and prohibits discrimination of people on grounds of sexual orientation.

Negative impact: The employment and advice services do not provide specialist services for people in relation to their sexual orientation.

How negative impact will be addressed: No evidence of need for specialist employment and advice services for people based on their sexual orientation.

Organisations recommended for funding – impact on Sexual Orientation			
Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	see above	none identified	see above
H&F CAB (Core Services)	see above	none identified	see above
H&F Credit Union	see above	none identified	see above
St Paul's Centre (The)	see above	none identified	see above
Tendis Ltd (Work Ladder)	see above	none identified	see above
Third Age Foundation	see above	none identified	see above
Organisations not recommended for funding – impact on Sexual Orientation			
Organisation	Positive impact	negative impact	How negative impact will be addressed
Breakthrough Deaf and Hearing Integration (deafPLUS)	see above	none identified	see above
East European Advice Centre	see above	none identified	see above
H&F CLC	see above	none identified	see above
H&F Volunteer Centre (People into work)	see above	none identified	see above
HAFAD Economic	see above	none identified	see above

Inclusion			
HAFAD Unlocking Potential	see above	none identified	see above
HAFAD Agenda 4 Youth	see above	none identified	see above
Iranian Association	see above	none identified	see above
Notting Hill Housing (H&F into Work)	see above	none identified	see above
Tendis Ltd (Work Zone – Virtual Hub)	see above	none identified	see above
Threshold Centre Ltd	see above	none identified	see above
Upper Room (The)	see above	none identified	see above
Urban Partnership Group (Skilled ready, work Steady)	see above	none identified	see above
W&NW London Vietnamese Association	see above	none identified	see above

1e Area: AGE			
Positive impact: Within the portfolio, special provision is recommended for a service that is targeted at workless individuals over the age of 45 (who are is now deemed to be at a disadvantage in the labour market), as well as a service for young people (under 25). All age groups visit the mainstream organisations, according to the information provided in the applications.			
Negative impact: none identified			
How negative impact will be addressed: n/a			
Organisations recommended for funding – impact on Age			
Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	high, good spread of service users across age ranges	none identified	n/a
H&F CAB (Core Services)	high, good spread of service users across age ranges	none identified	n/a
H&F Credit Union	high, good spread of service users across age ranges	none identified	n/a
St Paul's Centre (The)	high for under 25s	none identified	n/a
Tendis Ltd (Work Ladder)	high, good spread of service users across age ranges	none identified	n/a
Third Age Foundation	high for over 45s	none identified	n/a
Organisations not recommended for funding – impact on Age			
Organisation	Positive impact	negative impact	How negative impact will be addressed

Breakthrough Deaf and Hearing Integration (deafPLUS)	none	none	n/a
East European Advice Centre	none	none	n/a
H&F CLC	none	none	n/a
H&F Volunteer Centre (People into Work)	n/a	n/a	n/a
HAFAD Economic Inclusion	none	none	n/a
HAFAD Unlocking Potential	use of mainstream services is likely to promote inclusion	the majority of the potential beneficiaries would have been young people (14-19)	as it is not possible to fund this application (see reasons above under disability), mainstream services will need to be encouraged to assist young disabled people into work; this will be part of service agreements and outcomes for this client group will be monitored
HAFAD Agenda 4 Youth	use of mainstream services is likely to promote inclusion	the majority of the potential beneficiaries would have been young people (14-19)	as this application is not recommended for funding (see reasons above under disability), a range of mainstream services will need to be encouraged to assist young disabled people; this will be part of service agreements and outcomes for this client group will be monitored
Iranian Association	n/a	n/a	n/a
Notting Hill Housing (H&F People into	n/a	n/a	n/a

Employment)			
Tendis Ltd (Work Zone – Virtual Hub)	n/a	n/a	n/a
Threshold Centre Ltd	n/a	n/a	n/a
Upper Room (The)	n/a	n/a	n/a
Urban Partnership Group (Skilled ready, Work Steady)	n/a	n/a	n/a
W&NW London Vietnamese Association	n/a	n/a	n/a

1f Area: Belief

Positive impact: All organisations recommended for funding have an equal opportunities policy that stipulates inclusiveness and prohibits discrimination of people on grounds of faith or belief.

Negative impact: The employment and advice services do not provide specialist services for people in relation to their faith or belief.

How negative impact will be addressed: No evidence of need for specialist employment and advice services for people based on their faith or belief.

Organisations recommended for funding – impact on Belief

Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	see above	none identified	see above
H&F CAB (Core Services)	see above	none identified	see above
H&F Credit Union	see above	none identified	see above

St Paul's Centre (The)	see above	none identified	see above
Tendis Ltd (Work Ladder)	see above	none identified	see above
Third Age Foundation	see above	none identified	see above
Organisations not recommended for funding – impact on Belief			
Organisation	Positive impact	negative impact	How negative impact will be addressed
Breakthrough Deaf and Hearing Integration (deafPLUS)	see above	none identified	see above
East European Advice Centre	see above	none identified	see above
H&F CLC	see above	none identified	see above
H&F Volunteer Centre (People into Work)	see above	none identified	see above
HAFAD Economic Inclusion	see above	none identified	see above
HAFAD Unlocking Potential	see above	none identified	see above
HAFAD Agenda 4 Youth	see above	none identified	see above

Iranian Association	see above	none identified	see above
Notting Hill Housing (H&F into Work)	see above	none identified	see above
Tendis Ltd (Work Zone – Virtual Hub)	see above	none identified	see above
Threshold Centre Ltd	see above	none identified	see above
Upper Room (The)	see above	none identified	see above
Urban Partnership Group (Skilled Ready, Work Steady)	see above	none identified	see above
W&NW London Vietnamese Association	see above	none identified	see above

1f Area: Location

Positive impact: A range of services targetting the most deprived areas of the borough are recommended for funding under the Economic Wellbeing portfolio. Specifically there is provision for outreach employment support and training on the Edward Woods and White City Estates.

Negative impact: Affluent areas are covered by the mainstream, but not especially prioritised for service delivery. This could disadvantage a small number of people of low economic means who live in these areas.

How negative impact will be addressed: Continue to monitor uptake of services by users from different areas, monitor complaints and

address/resolve issues as and when they arise.

Organisations recommended for funding – impact on Location

Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	Moderate	low , if any	see above
H&F CAB Core Services)	high , boroughwide provision with special impact on deprived areas	none identified	n/a
H&F Credit Union	high , boroughwide provision with special impact on deprived areas	none identified	n/a
St Paul's Centre (The)	high , boroughwide provision with special impact on deprived areas	none identified	n/a
Tendis Ltd (Work Ladder)	high , boroughwide provision with special impact on deprived areas	none identified	n/a
Third Age Foundation	Moderate	none identified	n/a

Organisations not recommended for funding – impact on Location

Organisation	Positive impact	negative impact	How negative impact will be addressed
Breakthrough Deaf and Hearing Integration (deafPLUS)	n/a (not locality specific provision)	n/a	see above
East European Advice Centre	n/a (not locality specific provision)	n/a	see above
H&F CLC	Low (not locality specific provision)	n/a	n/a
H&F Volunteer Centre (People into Work)	n/a (not locality specific provision)	n/a	see above

HAFAD Economic Inclusion	n/a (not locality specific provision)	n/a	see above
HAFAD Unlocking Potential	n/a (not locality specific provision)	n/a	see above
HAFAD Agenda 4 Youth	n/a (not locality specific provision)	n/a	see above
Iranian Association	n/a (not locality specific provision)	n/a	see above
Notting Hill Housing (H&F into Work)	limited resources will be put to most efficient use	low , if any, as alternative services are open to users	see above
Tendis Ltd (Work Zone – Virtual Hub)	limited resources will be put to most efficient use	low , if any, as alternative services are open to users	see above
Threshold Centre Ltd	n/a (not locality specific provision)	n/a	see above
Upper Room (The)	limited resources will be put to most efficient use		see above

Urban Partnership Group (Skilled Ready, Work Steady)	limited resources will be put to most efficient use	low	see above
W&NW London Vietnamese Association	n/a (not locality specific provision)	n/a	see above

1G Area: Additional areas (Economic Wellbeing)

Positive impact: The Economic Wellbeing recommendations will have an overall positive impact for residents as they seek to address, in a coordinated way, the many issues that workless residents face in order to support them into employment or training.

Negative impact: None expected

How negative impact will be addressed: Provision is made for supporting residents with debt, low skills, lack of motivation and benefit dependency (including housing benefits) related concerns.

Organisations recommended for funding – impact on Economic Wellbeing

Organisation	Positive impact	negative impact	How negative impact will be addressed
Fulham Legal Advice Centre	high	none expected	n/a
H&F CAB (Core Services)	high	none expected	n/a
H&F Credit Union	high	none expected	n/a
St Paul's Centre (The)	high	none expected	n/a
Tendis Ltd (Work Ladder)	high	none expected	n/a
Third Age Foundation	high	none expected	n/a

Organisations not recommended for funding – impact on Economic Wellbeing

Breakthrough	as user numbers would be small	Low - a small number of people	Service Agreements with mainstream service
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Deaf and Hearing Integration (deafPLUS)	and unit costs very high, a more efficient use of limited resources is more likely to benefit local people;	will not receive a specialist support	providers will need to ensure that needs of this user group are covered, if necessary with the help of BSL interpreters. Outcomes for the user group will be monitored
East European Advice Centre	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	Moderate - Cessation of funding this service may result in a negative impact to a number of Eastern European people who have had access to a specialised supportive service in the past.	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with EEAC, to make good use of existing expertise. Outcomes for the user group will be monitored.
H&F CLC	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	Moderate - Cessation of funding this service may result in a negative impact to a number of people who have had access to advice from legally qualified services.	A good range of generic advice services will be provided in the borough, both those funded by 3SIF, and those resourced by other funders.
H&F Volunteer Centre (People into Work)	a more efficient use of limited resources is likely to benefit local people	Moderate - a number of people will not be able to access this service	potential user will need to be accommodated by the funded portfolio of services, as far as possible
HAFAD Economic Inclusion	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	High - a number of disabled people will not receive a highly specialised supportive service	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with HAFAD, to make good use of existing expertise. Outcomes for the user group will be monitored.
HAFAD Unlocking Potential	This application was based on the idea to ringfence some available jobs for disabled people only, at the present stae of the law this is not possible, therefore a more	High - a number of disabled people will not receive a highly specialised supportive service	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with HAFAD, to make good use of existing expertise.

	efficient use of limited resources is likely to benefit more local disabled people		Outcomes for the user group will be monitored.
HAFAD Agenda 4 Youth	this application proposed small user numbers and very high unit costs, a more efficient use of limited resources is likely to benefit local disabled people; the use of mainstream services is likely to promote inclusion	High - a number of disabled people will not receive a highly specialised supportive service	Service Agreements with mainstream service providers will need to ensure that needs of this user group are covered, if necessary by working with partnership with HAFAD, to make good use of existing expertise. Outcomes for the user group will be monitored.
Iranian Association	this application proposed small user numbers and very high unit costs, a more efficient use of limited resources is likely to benefit more local people	Moderate – Cessation of funding this service may mean that a number of people will not be able to use a service that would improve their employability	potential user will need to be accommodated by the funded portfolio, this should be possible as numbers are small
Notting Hill Housing (H&F into Work)	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	Moderate - a number of people will not be able to access this service	potential user will need to be accommodated by the funded portfolio of services
Tendis Ltd (Work Zone – Virtual Hub)	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	Moderate - a number of people will not be able to access this service	potential user will need to be accommodated by the funded portfolio of services
Threshold Centre Ltd	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	Moderate - a number of people will not be able to access this specialist advice	potential user will need to be accommodated by the funded portfolio of services
Upper Room (The)	a more efficient use of limited resources is likely to benefit local people; the use of mainstream	Moderate - a number of people will not be able to access this service	potential user will need to be accommodated by the funded portfolio of services

	services likely to promote inclusion		
Urban Partnership Group (Skilled Ready, Work Steady)	a more efficient use of limited resources is likely to benefit local people	Moderate - a number of people will not be able to access this service	potential user will need to be accommodated by the funded portfolio of services
W&NW London Vietnamese Association	a more efficient use of limited resources is likely to benefit local people; the use of mainstream services likely to promote inclusion	Moderate - a number of people will not be able to access this service	potential user will need to be accommodated by the funded portfolio of services

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

Yes, positive – The initiatives that are recommended for support under the Economic Wellbeing specification will deliver a portfolio of services that is focussed on delivering employment support services to LBHF residents. It is designed to maximise the opportunities for work whilst acknowledging the barriers that some individuals face.

There is substantial research that shows that employment has a positive impact on health and wellbeing. In addition to providing a source of income, employment can improve mental, physical and social health. Employment provides a sense of identity, purpose, social contacts and an opportunity for personal growth. Research also shows that unemployed men have higher rates of smoking, alcohol consumption, psychoactive drug use and depression than their employed counterparts.

Access to appropriate and affordable advice services contributes to successful conflict resolution, this is likely to reduce stress levels and improve general health.

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

a) b) c) d) e) f)
 Funding is not recommended for organisations that deliver services to only one specific group. The organisations recommended for funding have all indicated, on their funding applications, that they have outcome targets for minority and disabled beneficiaries. Therefore any direct adverse impact on any minority/disadvantaged group should be low or moderate. The spread across gender is is

well balanced, except in some cases where a higher uptake of services by one gender is to be expected (see lone parent support – likely to be beneficial to more women than men).

The recommendations do not include funding for community specific advice services e.g. targeted at ethnic minority communities or disabled residents for example and there may be some negative impact if these services cease. Officers assessed all applications against the agreed criteria and some community specific applications were weaker than other generic applications that also included provision for disadvantaged groups.

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 Economic Wellbeing specification are delivered.

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

Regular meetings with Commissioners and stakeholders. Consultation/briefing sessions with voluntary sector on service specifications prior to application process.

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

Continuous consultation with commissioners, stakeholders and voluntary sector, feedback from this funding round will inform improvements to next one.