

HDC Due Regard (Equality Analysis) Template

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the 'Due Regard' process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

Name of policy/procedure/function/service being analysed: VCSE provision within the District

Department and section: Community Partnerships

Name of lead officer: Thomas Day

Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.): Voluntary Action Leicestershire

Date assessment completed: January 2022

Step 1: Defining the policy/procedure/function/service

Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

A review of how Voluntary, Community and Social Enterprise (VCSE) services are delivered and financially resourced within the district. Voluntary Action Leicestershire (VAL) has been commissioned to;

1. To review and make recommendations for the reduction of core grants
2. To understand community needs across the district, map those needs and provide feedback on existing services
3. Identification on gaps in current provision and provide next steps and recommendations

In addition VAL's findings will provide feedback and inform/support the development of a local strategy for the local VCSE Sector. The communities affected by this work will include: older people and carers, children/young people and families, and people in receipt of benefits.

A report has been produced to be reviewed and presented at Scrutiny. The four main services reviewed for a potential reduction:

1. Voluntary Action South Leicestershire
2. Home Start Leicestershire

3. Lutterworth Volunteer Centre
4. Citizens Advice Bureau

In addition VAL reviewed Harborough in Bloom.

The report is now in the final stages of completion to be signed off by Harborough District Council.

Step 2: Data collection & evidence

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

Harborough District Council provided VAL with information on all four service providers including quarterly monitoring, annual review and annual accounts. In addition to this VAL conducted the following activity to collate data and evidence:

1. Desktop research was undertaken to map current VCSE provision across the district;
2. One to one interviews with core grant holders (VCSE organisations) with pre-approved questions (from HDC) to capture qualitative intelligence and case studies
3. Further information was requested from organisations to better understand financial spend against outcomes
4. Review of findings and evidence to demonstrate the impact of beneficiaries receiving support
5. Review meetings with Harborough District Council on findings and recommendations

Findings have demonstrated the need for a performance framework and longer contractual arrangements alongside grant based funding in order to capture data consistently for the future as existing arrangements are more flexible and data captured is inconsistent.

Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

As above – both VAL and Harborough District Council have had correspondence, ongoing dialogue with the VCSE organisations currently funded by the current core grant programme. This was to demonstrate transparency and to better understand the impact of funding reductions to the organisations as a whole and beneficiaries.

Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, current and ex-armed forces personnel (Veterans), deprived or

disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

Options on possible reductions and ways to manage reductions in service provision has been presented to Harborough District Council with a view a decision will be made at Cabinet. This has not been an easy task for both VAL and Harborough District Council due to a lack of relevant quantitative data available, however anecdotal evidence and qualitative data has revealed overwhelmingly the need for ongoing VCSE service provision that supports the strategic vision for the Harborough district.

In order to review current core grant arrangements a key objective was transparency; all organisations have been involved with the process and VAL’s involvement. While the organisations may work with beneficiaries that fall under the protected characteristics the organisational size may determine access needs and therefore services may cut across protected characteristics. Whilst some organisations can clearly demonstrate how funding is utilised to deliver projects and outcomes for beneficiaries others absorb funding into core budgets. The data attempts to outline potential impact of the number of people each provider can support, our research has also indicated potential implications for each individual organisation. Therefore a key part of this exercise has been to ensure a provider can respond to needs effectively and there is room for collaboration to meet need.

Due regard has been given to protected characteristics by collating feedback from the organisations on beneficiaries, volunteers and membership in addition to the Council’s wider priority setting. Equalities considerations include:

- Ensure service providers are diverse and access to support and opportunities is available;
- Equality based monitoring;
- Accessible service provision;
- Any contractual or grant based funding to ensure due regard to equalities is paid attention to

Data

Communities Served

The table below provides an overview of supported Harborough residents and the impact on the local community. This is broken down for each organisation; with a brief summary. Further data analysis is available on request. All figures are in relation to the year March 2019 to April 2020.

| Home Start South Leicestershire | | | | | |
|--|--|---|--|--|--|
| Numbers | Beneficiaries | Community Barriers | Reach | Impact | Outcomes |
| 286 Families | <ul style="list-style-type: none"> • Families diagnosed with post-natal illness • Families facing challenges | <ul style="list-style-type: none"> • Mental health and wellbeing for children and parents • Vulnerable families • Social poverty | <ul style="list-style-type: none"> • Services cover whole of the Harborough District. • Under GDPR, organisation do not identify | <ul style="list-style-type: none"> • Improved family life and social interaction into the wider community. • Part of a referral pathway for statutory services including NHS, Public | <ul style="list-style-type: none"> • Provide parents and families with the tools to cope with a variety of situations |

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|-------------------------------------|---|---|--|---|--|
| | <ul style="list-style-type: none"> • Young parents under 21 • Unhealthy families | <ul style="list-style-type: none"> • Hard to reach families • Healthy lifestyles and healthy eating • Upskilling young parents | <p>clients by villages.</p> <ul style="list-style-type: none"> • Main cohorts are based in Market Harborough and Lutterworth as main towns in District. | <p>Health, GPs, Children and Wellbeing Service.</p> <ul style="list-style-type: none"> • Improvement in parent’s mental health • Improvement in children’s development. • Improvement in social isolation. | <ul style="list-style-type: none"> • Provide support to the most vulnerable parents around employability • Providing support to families with low income • Providing support around mental health • Providing support around disabilities and substance misuse |
| Lutterworth Volunteer Centre | | | | | |
| Numbers | Beneficiaries | Community Barriers | Reach | Impact | Outcomes |
| 9886 minibus journeys | <ul style="list-style-type: none"> • Older people • Isolated community members • People with physical disabilities | <ul style="list-style-type: none"> • Social isolation • Mental health • Accessibility • Access to services | 29 of the 99 villages/ communities in Harborough District | <ul style="list-style-type: none"> • Preventing loneliness and social isolation • Promoting independence • Participation in the community | <ul style="list-style-type: none"> • Access to medical supplies • Social interaction and engagement |
| VASL | | | | | |
| Numbers | Beneficiaries | Community Barriers | Reach | Impact | Outcomes |
| 3500 clients | <ul style="list-style-type: none"> • Carers within the community | <ul style="list-style-type: none"> • Social Isolation • Mental health issues | <ul style="list-style-type: none"> • Community transport – East side of | <ul style="list-style-type: none"> • Preventing loneliness and social isolation • Improvement in adults mental health | <ul style="list-style-type: none"> • Providing support, information and advice to adults with mental health |

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|--------------|--|--|---|--|---|
| | <ul style="list-style-type: none"> Over 60's isolated community members Older people Rurally isolated members of the community Adults 18+ experiencing mental ill health | <ul style="list-style-type: none"> Access to services Accessibility | <p>Harborough District</p> <ul style="list-style-type: none"> Mental health and community support – whole of Harborough District Carers support – whole of Leicestershire | <ul style="list-style-type: none"> Network of support for family carers improvement in physical and psychological health and wellbeing Participation in the community Recruits 166 local volunteers equating to 27,916 volunteering hours for Harborough District | <ul style="list-style-type: none"> Social interaction and engagement Support with health and wellbeing and, social integration for family carers Added capacity and value by utilising volunteers Improvement in skills and experience for volunteers |
| CAB | | | | | |
| 2338 clients | <ul style="list-style-type: none"> Residents in financial difficulty, including employment, gambling, family issues and mental health | <ul style="list-style-type: none"> Financial Issues Debts Mental health | <ul style="list-style-type: none"> HDC funding support Harborough specific service – face to face Market Harborough and Lutterworth | <ul style="list-style-type: none"> Debts cleared Financial aid secured | <ul style="list-style-type: none"> Providing a financial management plan for families/adults |

Proportion of Residents supported

Using the table below, we have mapped out some of the key Harborough District population demographics and analysed how each of the four grant recipients is working with selected groups in the area:

| | Harborough District resident analysis | Proportion of Harborough Population | Home Start | Lutterworth | VASL | CAB |
|----------------------|--|--|-------------------|--------------------|-------------|------------|
| Older People over 60 | 27,149 | 28% | 0 | 9886 journeys | 13% | 2% |

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| | | | | | | |
|-------------------------------|--------|------|--|--|--|---------------|
| Children Under 9 | 10,117 | 11% | 2% | 0 | 0 | 0 |
| Young People 10-19 Years | 11,312 | 12% | 0 | 0 | 0 | 0 |
| People in Receipt of Benefits | 6,401 | 6.7% | Anecdotal evidence but data uncertain. | Anecdotal evidence but data uncertain. | Anecdotal evidence but data uncertain. | Estimated 52% |

Based on Generic Data

| | UK Average | Harborough District Resident Analysis | Home Start Leicestershire | Lutterworth Volunteer Centre | VASL | CAB |
|----------------------|------------|---------------------------------------|--|--|--|--|
| Mental Health Issues | 25% | 23,884 | Anecdotal evidence but data uncertain – need for clear reporting | Anecdotal evidence but data uncertain – need for clear reporting | Anecdotal evidence but data uncertain – need for clear reporting | Anecdotal evidence but data uncertain – need for clear reporting |
| Disabilities | 18% | 17,196 | Anecdotal evidence but data uncertain – need for clear reporting | Anecdotal evidence but data uncertain – need for clear reporting | Anecdotal evidence but data uncertain – need for clear reporting | Estimated 56% 1309 clients |

Step 5: Mitigating and assessing the impact

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

The target date for the introduction of the replacement grant process for core grants is 1 September 2022. Current Core funded organisations were notified of this implementation date in December 2021 to allow them to plan for potential consequences. Organisations were advised that the new system could look very different but the impact on individual organisations could not be quantified. The options in the VAL report vary greatly in terms of their impact on current funded organisations.

Example if 30% reduction was applied to each core funded organisation.

| | Home Start South Leicestershire | Lutterworth Volunteer Centre | VASL | CAB |
|---------------------------------|--|--|--|--|
| Current Funding | £10,000 | £7,000 | £14,000 | £69,900 |
| 30% Reduced Funding | £7,000 | £4,900 | £9,800 | £49,530 |
| Current Service Users Supported | 268 families | 9886 Minibus journeys | 3500 clients | 2338 clients (5862 issues) Supported 120 people to pay off council tax |
| Estimated 30% Reduction | Equate to a 2% reduction to overall funding 6 families would be without support | Equate to 2% reduction in overall funding 198 journeys would not take place | Equates to 1% of reduction in overall funding 35 clients would be without support | Equates to 30% reduction in overall funding 701 clients would be without support Face to face support will no longer be funded |

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Harborough District Council's responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The equality analysis finds that there has been due regard paid to the protected characteristics and considerations given for the review of VCSE service provision across Harborough District and its core grants. The review in provision has been designed to avoid and adverse impact on all protected characteristics and wider aims of the Public Sector Equality duty.

We will expect the VCSE organisation to collate information on all the protected characteristics and monitor its impact on those and accessibility to the service. Where any adverse impact or disengagement is identified the organisation, HDC will review and take action.

Recommendations include:

- Future contract monitoring to include protected characteristics;
- Tools and methods to measure impact and outcomes;
- Providing support to communities and VCSE organisations;
- Promote collaboration and alternate funding for investment into the VCSE sector across Harborough district

Step 7: Monitoring, evaluation & review of your policy/procedure/service change

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?

We recommend quarterly monitoring of the contract from the service provider against the key outcomes and aims listed within a performance framework for the core grant programme. This will include links to equality priorities and where identified specific priorities.

We would expect the service provider to share data around protected characteristics, to demonstrated reach provide postcode information and report this information to the Communities Partnerships department at HDC.

Equality Improvement Plan

Equality Objective :

Action: Review prior to Cabinet Decision

Officer Responsible: Tom Day

By when: May

Equality Objective :

Action:

Officer Responsible:

By when:

Equality Objective :

Action:

Officer Responsible:

By when:

Equality Objective :

Action:

Officer Responsible:

By when:

Signed off by:

Date:

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer
e-mail: j.clarke@harborough.gov.uk , telephone: 01858 821070.