

Title of spending review/service change/proposal	Working with the city's voluntary and community sector to support engagement with communities
Name of division/service	Delivery, Communications and Political Governance
Name of lead officer completing this assessment	George Ballentyne
Date EIA assessment completed	28 September 2015
Decision maker	City Mayor
Date decision taken	tbc

EIA sign off on completion:	Signature	Date
Lead officer	George Ballentyne	02/10/15
Equalities officer	Irene Kszyk	02/10/15
Divisional director	Miranda Cannon	09/10/15

Please ensure the following:

- (a) That the document is understandable to a reader who has not read any other documents, and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy, but must be complete.
- (b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- (c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.

Setting the context

VCS support: current provision

Leicester City Council currently contracts six local VCS organisations to help engage with a variety of communities and groups in the city: African Caribbean Citizens Forum (ACCF); Federation of Muslim Organisations (FMO); Gujarat Hindu Association (GHA); Leicester Council of Faiths (LCoF); Somali Development Service (SDS); and The Race Equality Centre (TREC). Some of these organisations concentrate on race, others on religion or belief, while some address both. Contracts with these six organisations are coming to an end (on 31 October 2015, after a number of extensions) as part of the natural working cycle of relations between the local authority and VCS providers. This review should not be read as an evaluation of these organisations and their record of provision. The City Council is taking the opportunity afforded by the close of these contracted arrangements to look at ways of refreshing and renewing its engagement with communities in the city – whether long established or more recently arrived.

The City Council has different mechanisms for engagement with the public in policy development and decision-making (e.g. consultation on specific proposals, ward meeting with elected councillors and other activities such as the City Mayor’s Faith and Community Forum). New opportunities for consultation, discussion and engagement are being developed constantly, such as City Mayor’s Question time, which is being launched as a public event with extensive media coverage this autumn.

As the City council itself is arguably the most diverse institution in Leicester, it would also make use of its own employee groups for consultation, and reference. At the moment, there are BME, LGBT, Christian and Muslim employee groups within the City Council, These (particularly the latter two) can be expanded if and when called upon for consultation and reference. There is very little likelihood, therefore, of particular communities going unheard by the City Council (or vice versa) as long as there is a genuine intention to keep open the channels of communication.

Why engagement is important

These mechanisms for engagement and communication with our diverse communities help us understand them as social entities as well as the diverse needs within them. This is crucial to our being able to meet our Public Sector Equality Duty (a statutory duty set out in the Equality Act 2010). The PSED requires us to eliminate discrimination (against individuals because of their protected characteristic); promote equality of opportunity (in achieving outcomes we are obliged to deliver); foster good relations between different groups (promote a cohesive and inclusive city).

The proposed new approach will mean that communication between the City Council and certain local communities will take place in a different manner

and in a different context from that under which it has operated in the currently-contracted arrangements. The aim of this communication will move beyond understanding, as at present, towards how best to achieve positive outcomes within these communities, based on issues identified. These proposals will involve expanding our approach to involve communities in the city which have not been included in the same ways as communities, groups and organisations identifying with the protected characteristics of race and religion or belief have been up till now.

The City Council is obliged to make proportionate changes to existing arrangements, driven by budgetary requirements. The City Council must reduce expenditure on this area of work (as it is in virtually all others) while making best effort to maintain good quality of service provision. These proposals will be funded through adoption of new levels of financial support contained in the Executive Decision Report.

What change will look like

It is not necessary or practical for the City Council to enter into contracted arrangements with organisations purporting to work for, with or on behalf of everyone in the city who identifies with the protected characteristics highlighted in the proposals (i.e. Race; Religion or belief; LGBT). Indeed, no single organisation can realistically claim to represent everyone who identifies with a particular protected characteristic. Some communities simply do not have such organisations among them, some groups or organisations do not want this sort of relationship with the City Council, while others may exist as publically active agencies but do not pass the criteria for formal association with us (e.g. they have no “legal personality” or cannot evidence good practice in their arrangements for finance or governance). Furthermore, awareness of the changing demographics of Leicester reveals emerging needs of new communities (and, occasionally, enhanced capacity of older, established communities to assist newer ones).

The report suggests a number of options for consideration that should enable the City Council to understand and address issues within communities who predominantly relate to the protected characteristics of race, religion and belief, and sexual orientation/gender reassignment (LGBT) as communities and issues central to community cohesion and integration, but not catered for as such in the City Council’s current service provision.

In the period taken to implement any changes attendant on the Executive decision, the City Council explicitly acknowledges the possibility of risk associated with a temporary gap in provision of certain services to particular communities. Having recognised this risk, we have ensured that there are other mechanisms in place for engagement (e.g. consultation on specific proposals, ward meetings with elected councillors and other activities such as meetings of the City Mayor’s Faith and Community Forum). New opportunities for consultation, discussion and engagement are being developed, such as City Mayor’s Question time, which is being launched as a public event with extensive media coverage this autumn. As the City Council itself is arguably the most diverse institution in Leicester, it would also make use of its own employee groups for consultation and reference. At the moment, there are BME, Carer, Disabled, LGBT, Christian and Muslim employee groups within the City Council, These can be expanded, if and when called upon for consultation and reference. Other organisations, not funded by the City Council, are also accessible for information, advice and guidance in the protected characteristics of race and of religion or belief. There is little likelihood, then, of particular communities or groups going unheard by the City Council (or vice versa) as long as there is a genuine intention of keeping open the channels of communication.

Equality implications / obligations

Eliminating unlawful discrimination, harassment and victimisation

How does this proposal ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic?

Termination of current contracts

Under current arrangements, six organisations have been contracted to provide services for the City Council: offering a two-way channel of communication with specific communities; developing the economic, educational and employment potential within communities; acting as a moderating influence on issues threatening peaceful coexistence of communities; helping tackle disparity of outcomes that affect particular communities; and maximising the positive contribution of different communities to the city in general. Current arrangements do not specify elimination of unlawful discrimination, harassment or victimisation as an outcome *per se*. However, there is a perceived link between activities carried out in pursuit of the specified outcomes and issues related to this aspect of the PSED.

We expect impact on people and communities identifying with a particular protected characteristic to be relatively light. The currently-contracted arrangements have delivered what could be described for the most part as “soft outcomes”, with insufficient evidence that people derived noticeable benefit from services provided by the six currently-contracted organisations in relation to this aim of the PSED.

Implementation of options for consideration

The options for consideration allow for activities, initiatives and projects that can address specific instances of unlawful discrimination, harassment or victimisation experienced by people in the city identifying

	<p>with any of the protected characteristics highlighted. This should enable the City Council to identify and implement good practice in relation to this aspect of the PSED. We expect implementation of any of these options to improve our ability to eliminate unlawful discrimination, harassment and victimisation, largely because they will enable communities better to identify their own needs, will proceed on the basis of realistic outputs and outcomes agreed before work commences and will include more rigorous monitoring, with enhanced opportunities for course corrections as work progresses.</p>
<p>Advancing equality of opportunity between people who share a protected characteristic and those who don't</p> <p>How does the proposal/service ensure that its intended outcomes promote equality of opportunity for users? Identify inequalities faced by those with specific protected characteristic(s).</p>	<p>Termination of current contracts</p> <p>Under current arrangements, six organisations have been contracted to provide services for the City Council: offering a two-way channel of communication with specific communities; developing the economic, educational and employment potential within communities; acting as a moderating influence on issues threatening peaceful coexistence of communities; helping tackle disparity of outcomes that affect particular communities; and maximising the positive contribution of different communities to the city in general. Current arrangements do not specify advancing equality of opportunity between people who share a protected characteristic and those who don't as an outcome <i>per se</i>. However, there is a perceived link between activities carried out in pursuit of the specified outcomes and issues related to this aspect of the PSED. It should be understood, however, that these services do not have direct relationship with the individual service user.</p> <p>Implementation of options for consideration</p> <p>We expect implementation of any of these options to improve our ability to advance equality of opportunity between people who share a protected characteristic and those who don't, largely because they will enable communities better to identify their own needs, will proceed on the basis of realistic outputs and outcomes agreed before work</p>

	<p>commences and will include more rigorous monitoring, with enhanced opportunities for course corrections as work progresses.</p> <p>We will expect any organisation whose focus is on a particular protected characteristic to clarify how they intend to work across the protected characteristics.</p>
<p>Foster or encourage good relations between people who share a protected characteristic and those who don't</p> <p>Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim?</p>	<p>Termination of current infrastructure contracts</p> <p>Current arrangements do not specify fostering or encouraging good relations between people who share a protected characteristic and those who don't as an outcome <i>per se</i>. However, there is a perceived link between activities carried out in pursuit of the specified outcomes and issues related to this aspect of the PSED.</p> <p>We expect impact on people and communities identifying with a particular protected characteristic to be relatively light. The currently-contracted arrangements have delivered what could be described for the most part as “soft outcomes”, with insufficient evidence that people derived noticeable benefit from services provided by the six currently-contracted organisations in relation to this aim of the PSED.</p> <p>Current arrangements have, among other purposes, that of fostering or encouraging good relations within particular communities as well as between those communities and others in the city. It has been difficult to quantify outcomes describing how well or to what extent this aim of the PSED has been achieved because this level of support exists, as there is an overlap with other community activities outside the scope of this funding but which promote good relations at the grass roots. Such activities include religious festivals (e.g. Diwali, Eid, Hanukkah, Rathayatrah, Vaisakhi, Inter Faith Week) educational activities (e.g. Black History Month) and other public celebrations (e.g. Leicester Pride, LGBT History Month) which go on, to a greater or lesser degree, without direct</p>

	<p>financial support from the City Council.</p> <p>Implementation of options for consideration</p> <p>We expect implementation of any of the options on offer to improve our ability to foster or encourage good relations between people who share a protected characteristic and those who don't because they will enable communities better to identify their own needs, will proceed on the basis of realistic outputs and outcomes agreed before work commences and will include more rigorous monitoring, with enhanced opportunities for course corrections as work progresses.</p> <p>We will expect any organisation whose focus is on a particular protected characteristic to clarify how they intend to work across the protected characteristics.</p>
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Who is affected?	
<p>The six community-based organisations currently in receipt of financial support from the City Council (African Caribbean Citizens Forum; Federation of Muslim Organisations; Gujarat Hindu Association; Leicester Council of Faiths; Somali Development Services; The Race Equality Centre) will be affected as a result of the termination of their contracts and the loss of this funding stream. This will affect their ability to deliver services, depending on whether they are able to access other sources of funding.</p> <p>It has become apparent during the course of the current contracts, that some of the six organisations featured in this report have become reliant upon the funding provided to them by the City Council and that any loss of funding is likely to have a significant impact upon their respective futures. As they are mostly infrastructure bodies, umbrella groups or representative organisations, there will also be impact on the bodies, communities, groups or organisations that they claim to represent (these are their primary recipients of services, rather than individuals).</p> <p>However, it is commonplace amongst the Voluntary and Community Sector to experience funding challenges such as those that the cessation of City Council funding will create. The cyclical nature and changing availability of funding for this sector makes these</p>	

organisations more vulnerable when changes to funding occur. On the other hand, it is often these types of organisation that demonstrate well their ability to adapt and respond to the changing financial landscape. The City Council will make all reasonable efforts to assist and support organisations where it becomes clear that no funding will be available.

Concerns were expressed about the effectiveness of the current arrangements by those who responded to the public consultation. Any protests about the impact on the currently contracted providers, their affiliated organisations and service users should be viewed with this in mind.

Information used to inform the equality impact assessment

The city has been a focal point for a range of academic research – most recently on hate crime by the University of Leicester’s Centre for Hate Studies.

The most influential information collected has been from the public consultation (see section on Consultation, immediately below).

The City Council has also actively engaged with communities on proposals for Transforming Neighbourhood Services (TNS) and Community Asset Transfer (CAT), both of which have foregrounded local VCS activities, interests and needs. Other services carry out public consultation on proposals that are likely to affect all communities and gain insight as to issues of concern from distinct communities as reflected by their protected characteristics. Voluntary Action LeicesterShire (VAL) also has a remit to consider the broader needs of the city in terms of the VCS and the community activities that it serves. The City Council has three contracts with VAL to “support collaboration and guarantee a collective voice for the city’s VCS”; to “provide infrastructure support for the city’s Voluntary and Community Sector” and to “support volunteers and volunteering in the city”. In pursuit of all three of these contracts, VAL garners information about the state of the local VCS and its service users.

Consultation

A twelve-week long public consultation, which considered the current and future possible arrangements, was conducted. Input was actively sought from those directly impacted by the review (i.e. representatives and service users from VCS organisations including those with which the City Council is currently contracted) and from the population of the city at large and to help develop informed proposals about any future provision (bearing in mind that it is not necessary, practical or realistic to expect City Council to enter into contracted arrangements for representation and engagement with everyone fitting within the protected characteristics of LGBT, Race, and Religion or Belief). The following consultation methods were used: an online survey through Citizen Space (open between 10 March and 29 May); public meetings at eight Neighbourhood & Community Centres across the city; four themed meetings based on the protected characteristics (LGBT; Race; Religion or belief); and discussions with the existing contracted providers. A

summary overview of the consultation findings is contained in the main report, with a more detailed account provided at Appendix A.

This public consultation (in keeping with an earlier one on this topic, conducted Oct 2013- Jan 2014) bore out a general feeling that change was desired: a change from the established way of doing things, without anything definitive being asked for in its place. Respondents appeared to know what they didn't want – but seemed unable to articulate or agree on what they did want.

Potential equality impact

Based on your understanding of the service area, any specific evidence you may have on service users and potential service users, and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant that may be affected, along with their likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics	Impact of proposal	Risk of negative impact	Mitigating actions
	<p>Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected.</p> <p>Why is this protected characteristic relevant to the proposal?</p> <p>How does the protected characteristic determine/shape the potential impact</p>	<p>How likely is it that people with this protected characteristic will be negatively affected?</p> <p>How great will that impact be on their well-being? What will determine who will be negatively affected?</p>	<p>For negative impacts, what mitigating actions can be taken to reduce or remove this impact? These should be included in the action plan at the end of this EIA.</p>

	of the proposal?		
Age¹	<p>Ending current arrangement</p> <p>No direct implications, as current arrangements with service providers do not specify them working on the protected characteristic of Age <i>per se</i>. However, as there are obviously people identifying with this protected characteristic within each of the communities served, the City Council acknowledges that this has been indirectly addressed as part of the communications activity.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to age within the four protected characteristics highlighted to be identified and progressed, allowing the City Council to determine effective means by which to achieve equality outcomes related to age.</p>	Implementation of any of the options proposed in the Executive Decision Report should enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted (and for ways in which each of these interact with other protected characteristics, such as Age).	See Action Plan at end of this EIA.
Disability²	Ending current arrangement	Implementation of any of the options proposed in the Executive Decision	See Action Plan at end of this EIA.

¹ Age: Indicate which age group is most affected, either specify general age group - children, young people working age people or older people or specific age bands

² Disability: if specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness or health condition.

	<p>No direct implications, as current arrangements with service providers do not specify them working on the protected characteristic of Disability <i>per se</i>. However, as there are obviously people identifying with this protected characteristic within each of the communities served, the City Council acknowledges that this has been indirectly addressed as part of the communications activity.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to disability within the four protected characteristics highlighted to be identified and progressed, allowing the City Council to determine effective means by which to achieve equality outcomes related to disability.</p>	<p>Report should enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted (and for ways in which each of these interact with other Protected Characteristics, such as Disability).</p>	
Gender Reassignment³	<p>Ending current arrangement</p> <p>No direct implications, as current arrangements with service providers do not specify them working on the protected characteristic of Gender reassignment <i>per se</i>. However, as there are obviously people identifying with</p>	<p>Implementation of any of the options proposed in the Executive Decision Report should enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted (of which, Gender reassignment is one) and for</p>	<p>See Action Plan at end of this EIA.</p>

³ Gender reassignment: indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected.

	<p>this protected characteristic within each of the communities served, the City Council acknowledges the existence of indirect implications.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to the four highlighted protected characteristics (of which, gender reassignment is one) to be identified and progressed, allowing the City Council to determine effective means by which to achieve equality outcomes related to gender reassignment.</p>	<p>ways in which each of these interact with other Protected Characteristics.</p> <p>It is hoped that any indirect negative implications brought about by ending current arrangements will be more than compensated for by the City Council making support available under new arrangements for LGBT communities – as these have not been served in this way before.</p>	
<p>Marriage and Civil Partnership</p>	<p>Ending current arrangement</p> <p>No direct implications, as current arrangements with service providers do not specify them working on the protected characteristic of Marriage and civil partnership <i>per se</i>. However, as there are obviously people identifying with this protected characteristic within each of the communities served, the City Council acknowledges that this has been indirectly addressed as part of the communications activity.</p>	<p>Implementation of any of the options proposed in the Executive Decision Report should enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted (and for each of the other Protected Characteristics, such as Marriage and Civil Partnership).</p>	<p>See Action Plan at end of this EIA.</p>

	<p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to Marriage and civil partnership within the four protected characteristics highlighted to be identified and progressed, allowing the City Council to determine effective means by which to achieve equality outcomes related to marriage and civil partnership.</p>		
<p>Pregnancy and Maternity</p>	<p>Ending current arrangement</p> <p>No direct implications, as current arrangements with service providers do not specify them working on the protected characteristic of Pregnancy and maternity <i>per se</i>. However, as there are obviously people identifying with this protected characteristic within each of the communities served, the City Council acknowledges that this has been indirectly addressed as part of the communications activity.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to Pregnancy and maternity within the four protected characteristics highlighted to be</p>	<p>Implementation of any of the options proposed in the Executive Decision Report should enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted (and for each of the other Protected Characteristics, such as Pregnancy and Maternity).</p>	<p>See Action Plan at end of this EIA.</p>

	<p>identified and progressed, allowing the City Council to determine effective means by which to achieve equality outcomes related to pregnancy and maternity.</p>		
Race⁴	<p>Ending current arrangement</p> <p>Under current arrangements, funding is provided to some organisations working representing, working for or with certain communities and groups in the city identifying with race as a protected characteristic. The end of current funded arrangements will impact on the people, communities and groups which benefit from the services provided by those funded organisations.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to age within the four protected characteristics highlighted (of which, Race is one) to be identified and progressed, allowing the City Council to determine effective means by which to achieve age related</p>	<p>Implementation of any of the options proposed in the Executive Decision Report, to a greater or lesser degree, should enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted. Race is one of these. The delivery of activities, initiatives and projects will be monitored to ensure that any unanticipated negative outcomes are quickly addressed or averted.</p>	<p>The provision of support (in the form of information, advice and guidance and casework services) by TREC and SDS has been taken out of scope of this process. Instead, this will be included within a separate, broader review of the City Council's advice services. Service users and clients for these services generally identify with the protected characteristic of race (and, to a lesser extent, with that of Religion or belief). Separate arrangements have been made with the organisations so that they will continue to be funded for these activities until a broader review of casework services is conducted at a later date. See Action Plan at end of this EIA.</p>

⁴ Race: given the city's racial diversity it is useful that we collect information on which racial groups are affected by the proposal. Our equalities monitoring form follows ONS general census categories and uses broad categories in the first instance with the opportunity to identify more specific racial groups such as Gypsies/Travellers. Use the most relevant classification for the proposal.

	<p>equality outcomes.</p> <p>Under new arrangements there could be a perception of discrimination against particular people, groups or communities identifying with certain aspects of race as a protected characteristic.</p>		
Religion or Belief⁵	<p>Ending current arrangement</p> <p>Under current arrangements, funding is provided to some organisations working representing, working for or with certain communities and groups in the city identifying with religion or belief as a protected characteristic. The end of current funded arrangements will impact on the people, communities and groups which benefit from the services provided by those funded organisations.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to age within the four protected characteristics highlighted (of which, Religion or belief is one) to be identified and progressed, allowing the City Council to determine</p>	<p>Implementation of any of the options proposed in the Executive Decision Report should, to a greater or lesser degree, enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted. Religion or Belief is one of these.</p>	<p>The provision of support (in the form of information, advice and guidance and casework services) by TREC and SDS has been taken out of scope of this process. Instead, this will be included within a separate, broader review of the City Council's advice services. Service users and clients for these services generally identify with the protected characteristic of race (and, to a lesser extent, with that of Religion or belief). Separate arrangements have been made with the organisations so that they will continue to be funded for these activities until a broader review of casework services is conducted at a later date. See Action Plan at end of this EIA.</p>

⁵ Religion or Belief: If specific religious or faith groups are affected by the proposal, our equalities monitoring form sets out categories reflective of the city's population. Given the diversity of the city there is always scope to include any group that is not listed.

	<p>effective means by which to achieve age related equality outcomes.</p> <p>Under new arrangements there could be a perception of discrimination against particular people, groups or communities identifying with certain aspects of religion or belief as a protected characteristic.</p>		
<p>Sex⁶</p>	<p>Ending current arrangement</p> <p>No direct implications, as current arrangements with service providers do not specify them working on the protected characteristic of Sex <i>per se</i>. However, as there are obviously people identifying with this protected characteristic within each of the communities served, the City Council acknowledges that this has been indirectly addressed as part of the communications activity.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related to sex within the four protected characteristics highlighted to be identified and progressed, allowing the City Council to</p>	<p>Implementation of any of the options proposed in the Executive Decision Report should, to a greater or lesser degree, enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted (and for each of the other Protected Characteristics, such as Sex).</p>	<p>See Action Plan at end of this EIA.</p>

⁶ Sex: Indicate whether this has potential impact on either males or females

	determine effective means by which to achieve equality outcomes related to sex.		
Sexual Orientation⁷	<p>Ending current arrangement</p> <p>No overt implications as there is no particular focus on age as a protected characteristic <i>per se</i> in the current arrangements with service providers.</p> <p>Implementation of proposed options</p> <p>Should enable opportunities for activities, initiatives and projects focusing on issues related the four protected characteristics highlighted (of which, sexual orientation is one) to be identified and progressed, allowing the City Council to determine effective means by which to achieve age related equality outcomes.</p>	<p>Implementation of any of the options proposed in the Executive Decision Report should, to a greater or lesser degree, enable positive outcomes to be achieved in tackling negative issues/discrimination affecting people with one of the four protected characteristics highlighted. Sexual orientation is one of these.</p> <p>It is hoped that any indirect negative implications brought about by ending current arrangements will be more than compensated for by the City Council making support available under new arrangements for LGBT communities – as these have not been served in this way before.</p>	See Action Plan at end of this EIA.

⁷ Sexual Orientation: It is important to remember when considering the potential impact of the proposal on LGBT communities, that they are each separate communities with differing needs. Lesbian, gay, bisexual and transgender people should be considered separately and not as one group. The gender reassignment category above considers the needs of trans men and trans women.

Monitoring impact

Procurement exercise: Organisations expressing interest in obtaining this support will be required to do so through an assessment process that will be guided by applicant organisations' record of delivery (where appropriate), current engagement and potential. This assessment process will be deliberately "light touch" in nature, though it will require organisations to prove good practice in governance, equality and human rights as covered in legislation affecting all organisations.

Method statements: Applicant organisations will be required to provide satisfactory method statements, answering questions regarding how they will help the City Council honour the PSED in an effective, proportionate and sensitive manner among their communities, and how they will address other issues on which the City Council has made public commitments (e.g. child poverty, mental health, peaceful settlement of new arrivals, mitigation of impact of welfare reforms).

Regular monitoring: All organisations delivering any of the activities, initiatives or projects arising from this funding stream will be required to provide monitoring returns at specified intervals, using specified performance indicators and outcome requirements which will be scrutinised by lead officers at the City Council with a special eye on issues related to protected characteristics and human rights. From this monitoring, the City Council should be able to discern actual impact for people identifying with different protected characteristics, against anticipated outcomes as set out in the original proposal. Principles and practices permitting open feedback and suggestions from different communities should be accommodated within this monitoring framework.

EIA action plan

Equality Outcome	Action	Officer Responsible	Completion date
Representative profile of projects supported	Engage with communities, groups and organisations to make sure that different protected characteristics are involved.	George M Ballentyne (VCS Engagement Manager)	Ongoing, throughout duration of support.
Appropriate positive outcomes by Protected Characteristic	Monitor delivery of activities, initiatives and projects to ensure that any unanticipated negative outcomes are quickly addressed or averted.	George M Ballentyne (VCS Engagement Manager)	Ongoing, throughout duration of support.

Continued support for individuals, families and communities identifying with particular protected characteristics covered in existing provision.	Include regard of provision of support (in the form of information, advice and guidance and casework services) by TREC and SDS. Continue process of incorporating this within a separate, broader review of the City Council's Information, Advice and Guidance (IAG) services.	Caroline Jackson (Head of Revenues & Customer Service); George M Ballentyne (VCS Engagement Manager)	April 2017
Assistance for groups and organisations whose sustainability is affected by change in contracted arrangements.	The City Council will make all reasonable efforts to assist organisations where it becomes clear that no funding will be available. Through our current contract with VAL, we should be able to help VCS organisations in difficulty to find ways in which they their existence may become sustainable in new environment.	George M Ballentyne (VCS Engagement Manager)	Early part of new support arrangements (e.g. by Apr 2016).
Maintain level of engagement with people, communities and groups identifying with protected characteristics.	Employ range of options for public consultation and reference if/when City Council is changing or developing policies that might impact on people, communities and groups identifying with protected characteristics.	Irene Kszyk (Corporate Equalities Lead); George M Ballentyne (VCS Engagement Manager)	Ongoing, throughout duration of support.