

Equality Impact Assessment (EIA) Template: Service Reviews/Service Changes

Title of spending review/service change/proposal	Transforming Neighbourhood Services / Grant Funded organisations
Name of division/service	Neighbourhood Services
Name of lead officer completing this assessment	Lee Warner
Date EIA assessment completed (Our Public Sector Equality Duty is a continuing duty, before and after decisions are made. Therefore, amendments to the original EIA may be appropriate should equality implications change over time.)	01/06/2017 – 08/01/2018 Last updated 24/01/2018
Decision maker	Cllr Kirk Master
Date original decision taken	29 th January 2018

EIA sign off on completion of proposal:	Signature	Date
Lead officer	Lee Warner/Shilen Pattni	09/01/2018
Equalities officer	Surinder Singh	26/01/2018
Divisional director	[John Leach]	26/01/2018

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.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will current service users' needs continue to be met?

Significant cuts in government funding mean that the Council cannot continue to run services in the same way as we do now.

The TNS programme is scoped to identify different ways of organising how services are delivered within the neighbourhoods of the city of Leicester, with a view to reducing the costs of delivery within the Neighbourhood Services section by around 30% (£1.7m) while maintaining the quality of our services.

The principle for the TNS programme is to reduce the running the running cost to the Council for services, but to retain the service provision. It is intended that current service users' needs, including those delivered through the council's Neighbourhood Services grant funding, will continue to be met under the proposals for TNS in general and for the grant budget in particular.

Neighbourhood Services currently manage grant funding of £363.5k to seven organisations. This proposal suggests a different approach to managing this funding within the context of reducing Council budgets. The aim is to achieve greater flexibility and efficiency whilst encouraging the longer term self-sufficiency and sustainability of the funded organisations.

The organisations

The seven organisations receiving grant funding with Neighbourhood Services (and historically from Community Services) over the past

decade are as follows:

Beaumont Lodge Neighbourhood Association

BLNA was set up in 2002. In 2009 BLNA acquired the lease for the 'Beaumont Lodge Annexe' from Leicester City Council (LCC) and is currently still occupying the premises. BLNA Community Interest Company (CIC) was incorporated in January 2014 and then in 2016 they became a Charitable Incorporated Organisation (CIO) so that donations and charitable income can be exempt from tax. BLNA CIO provides a point of access for activity groups to gather and expand, they allow the use of their main hall for trial periods of up to three months with no fee. A range of activities are available, primarily (but not exclusively) for residents of Beaumont Leys, and participation is free, with a small charge for the breakfast club, inclusive of hot drinks and snacks from the in-house café.

Sikh Community Centre

SCC is a facility annexed to the Guru Tegh Bahadur Sikh Gurdwara (Sikh Temple) on East Park Road. The SCC are a private company limited by guarantee. The service provided under the Neighbourhood Services Grant Agreement is the provision of advice services including legal advice and general drop-in sessions aimed at older people, staffing of a reception and office facilities, room hire and room use. In addition a preschool and gym, which are paid for services, are also based from the SCC. The rooms are used by other charities, private individuals and volunteers that further the objectives of the organisation. Classes taking place at the centre include ESOL and basic computer skills for young people and adults.

St Peters Community Centre

SPCC is a facility for the residents of St Peter's and surrounding areas that is annexed to St Peter's Church on St Peter's Road in the Wycliffe Ward of Leicester. The service provided under the Neighbourhood Services Grant Agreement is the hire of two large rooms and a small/medium sized working kitchen. The rooms are hired by private individuals and affiliated groups. There is, in addition, a Lunch Club run from SPCC which is funded under a separate Leicester City Council (LCC) Agreement.

Wesley Hall Community Centre

WH is annexed to Wesley Hall Methodist Church and is a facility for the residents of the Spinney Hill and Highfields areas. The services provided under the Neighbourhood Services Grant Agreement are the hire and use of room space for advice through Citizen's Advice Bureau and fitness purposes; the provision of adult education classes aimed at a wide range of people including ESOL,

cooking, basic computing and exercise classes; and, the staffing of a reception area. WH also runs a parent and toddler class and a lunch club for elderly members. Service users are predominantly female although, with the exception of exercise classes, all of the services are open to male service users.

Gorse Hill City Farm

Gorse farm now covers around 20 acres of land and is home to around 150 animals/birds including rare breeds. In November 2011 the farm completed the process of becoming a 'Rare Breed Survival Trust (RBST) approved City Farm'. The overall aims and objectives detailed within the Grant Agreement are to "provide learning, education, recreational and leisure opportunities without distinction to help improve life chances, particularly for those who have need for such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstance".

Saffron Lane Neighbourhood Council

SLNC is a facility for the residents of the Saffron Lane Estate that is known locally as the Saffron Resource Centre (SRC). The service provided under the Neighbourhood Services Grant Agreement is the hire and use of room space, the provision and staffing of a reception, and office facilities. The rooms are hired primarily by other charities that are externally funded. SLNC also deliver a welfare advice service for residents funded through Money Advice Service. SLNC also runs a number of other externally funded projects which mainly stem from an LCC asset transfer of land that has been capitalised upon.

Woodgate Residents Association

Woodgate Residents Association is a community centre open and available to all, including Leicester City and County residents. The centre provides a variety of services including; fitness and social sessions for senior citizens, yoga sessions, IT computer classes, friendship groups attended by local residents, including older people, music classes for children and adults and religious meetings. The rooms within the centre are available to be hired by individuals and groups. The centre is actively involved in the local community and engages in a number of local projects, including 'Brightening up Woodgate'

Consultation with grant funded organisations

Following a steer from the Executive in March 2017, Neighbourhood Services officers have consulted with all seven organisations over a 14-week period during June – September 2017. Officers have worked with each organisation to develop a financial plan regarding the savings

profile that could be achieved ensuring that:

- Reductions of 30% of the overall grant funding budget are achieved by April 2018 as profiled within the Transforming Neighbourhood Services programme;
- An understanding is communicated regarding a further tapering of funding over three years from April 2018 to March 2021 to be delivered in a sustainable way;
- Independent support is offered to help the grant funded organisations to develop realistic plans for achieving self-sustainability

All seven organisations have considered plans to reduce funding in the region of 30% from April 2018 and will continue to work with the Council to further develop their financial plans to achieve a tapering of funding to zero by April 2021.

Outcome of consultation with organisations

Following discussions with each organisation financial plans have been submitted by all seven organisations. Consequently grant funding budgets agreed with the organisations are as follows in line with each group’s proposals:

	Current grant agreement	Grant agreement
	2017/18	2018/19
Beaumont Lodge Neighbourhood Association	9,500	4,024
Sikh Community Centre	58,100	24,242
St Peters Community Centre	19,100	13,300
Wesley Hall Community Centre	134,300	94,010

Gorse Hill City Farm	64,300	45,000
Saffron Lane Neighbourhood Council	69,400	48,580
Woodgate Residents Association	8,800	6,600
Total	363,500	235,386

2. Equality implications/obligations	
Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.	
	Is this a relevant consideration? What issues could arise?
Eliminate unlawful discrimination, harassment and victimisation How does the proposal/service ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic	The services delivered by the seven voluntary organisations receiving grant funding are benefit a range of groups and individuals with protected characteristics. The proposal is to continue funding the organisations at a reduced level in 2018/19 and to provide officer and independent support to help them become self-sustaining over the next three year period. The grant proposed for 2018/19 has been agreed in consultation each organisation based on a financial plan developed by them. The aim is to support the organisations to continue to deliver services, to become less reliant on grant funding and to become

	<p>more resilient.</p> <p>All of the organisations are building/land based and therefore have a local catchment.</p> <p>Beaumont Lodge Neighbourhood Association are based in the north of Beaumont Leys ward providing a programme of community activities for local residents, many of whom are older people. The BLNA also provide a base for Cooke-eLearning foundation providing computer services and training for local residents.</p> <p>Sikh Community Centre provides room hire and advice services for residents in North Evington around the East Park Road area. Although the centre is open to all, attendees are primarily from a Sikh background. The centre delivers advice services including legal advice and general drop-in sessions aimed at older people, and music classes and sessions for young people. The Centre provides a paid pre-school which is well attended by young children.</p> <p>St Peters Community Centre provides room hire and community activities for a culturally diverse range of groups in the Highfields area. A separately funded lunch club benefits a group of older people.</p> <p>Wesley Hall Community Centre provides room hire and community activities for a culturally diverse range of groups in the Highfields area. The Centre supports a day care centre for the elderly and facilitates up to thirty classes including ESOL, cookery, fitness and ante-natal classes and a toddler group for local residents.</p>
--	--

	<p>Gorse Hill City Farm is located on Anstey Lane in Abbey Ward. The farm provides opportunities for children and young families many from lower income families to experience a working farm. The farm is supported by a strong network of volunteers, primarily young people.</p> <p>Saffron Lane Neighbourhood Council provides reception and room hire facilities to deliver a range of advice services for residents living in and around Saffron Lane. Many residents are on lower incomes residing in council owned properties.</p> <p>Woodgate Resource Centre provides community room hire and supports a programme of arts, crafts and music tuition for local residents in the Woodgate (Fosse) area.</p>
<p>Advance equality of opportunity between different groups 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>The proposals affect all residents and service users around the seven locations.</p> <p>Age is a consideration for inequalities faced by two groups.</p> <p>Children living in deprived areas are affected by child poverty. Under the proposal access to pre-schools in Wesley Hall and the Sikh Community Centre remains unchanged. Young children will still be able to visit Gorse Hill Farm to experience a working farm environment at a low cost, although a voluntary contribution scheme has been replaced with a small charge for adults and children of £2 and £1 respectively. The farm also offers educational visits for school children, providing another route through which children can visit the farm. Further bids are to be made by Woodgate Resource Centre to external funders to fund further music tuition programmes at the centre which have had good take</p>

	<p>up by young people. The funding for this tuition will be on the same basis as previously should the bid be successful. Although these sessions are not funded by LCC they are understood to be very well received by local families.</p> <p>Older people living in deprived areas visit community run groups at very local facilities to help overcome social isolation and to access light exercise classes. Under the proposal community facilities would continue to be provided at the centres. Some centres, for example St Peters Community Centre, will review room hire rates as part of their financial plan. Rates will be carefully considered to ensure that current service users are not excluded.</p> <p>There is high use of the Sikh Community Centre, St Peters Community Centre and Wesley Hall by older people from ethnic minority backgrounds. These groups have identified important health benefits from attending exercise and social activities at the centres. Officers will monitor take-up by these groups to ensure they are not adversely affected by the proposals. Under the proposal there is flexibility to taper down budgets through discussions with each group. Independent support will be available to help groups develop new business models.</p>
<p>Foster good relations between different groups Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim?</p>	<p>All seven voluntary groups provide services which are open to all. The organisations therefore encourage good relations between individuals and groups of users from different ethnic backgrounds and demographics. No change is anticipated as a result of the proposal to reduce council grant funding.</p> <p>The multi-use environment of centres located in ethnically diverse communities will provide an opportunity for local residents to come</p>

	<p>into contact with and potentially engage with other residents who have different protected characteristics than themselves. This opportunity to engage with diverse members of the local community raises awareness of different groups who share similar interests and concerns to them and helps to foster good relations between them. Centres such as Wesley Hall Community Centre and St Peters Community Centre, although annexed to churches, enjoy a wide usership by many groups from different cultural and religious backgrounds.</p> <p>The provision of community meeting spaces for a wide range of groups and activities at Community Centres helps to promote good relations and greater understanding between different groups. Under the proposals community meeting space will remain available at Gorse Hill Farm and the Community and Resource Centres.</p>
--	--

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include current service users and those who could benefit from but do not currently access the service.

The population of Leicester is diverse and differs significantly across the six wards in which the grant funded organisations are based – particularly in regard to ethnicity (along with use of English as their main language), religion or belief, and, age. It is to be noted that some of the organisations have wider geographical catchment areas depending on their declared remit and specific cultural objectives. The chart below presents a comparative profile as presented in the compendium of statistics for the 2011 census:

	Abbey	Beaumont Leys	Fosse	North Evington	Saffron	Wycliffe
Total population:						
Total	17,948	17,735	13,379	18,995	12,577	14,437
Age:						
Age 16-64	65.5%	67.5%	72.2%	65.5%	74.1%	62.6%
Age 65-74	6.2%	5.1%	4.4%	5.2%	3.6%	5.2%
Age 75+	7.1%	3.1%	4.3%	3.4%	3.3%	3.4%
Place of birth:						
Born in UK	75.9%	73.4%	74.1%	47.5%	77.9%	43.1%
Born in Southern Asia	6.7%	5.7%	3.6%	32.7%	3.2%	30.6%
Born in South & Eastern Africa	5.8%	9.3%	3.4%	11.0%	3.3%	16.4%
Born in Europe (non UK)	6.6%	5.5%	14.2%	4.4%	6.3%	4.0%

English language:						
Main language English	81.7%	82.1%	79.2%	51.8%	85.0%	42.2%
Cannot speak English	0.7%	0.5%	0.7%	4.3%	0.4%	4.4%
Ethnicity:						
White	61.9%	56.2%	62.1%	13.7%	64.4%	5.2%
Indian	15.2%	14.9%	8.0%	55.6%	6.1%	56.6%
Black	6.3%	12.1%	6.0%	7.6%	8.8%	17.0%
Other Asian	4.0%	4.3%	2.7%	6.9%	7.3%	8.9%
Pakistani	1.0%	0.9%	0.6%	5.5%	1.3%	4.4%
Other White	6.3%	4.8%	14.8%	3.1%	5.3%	2.0%
Religion or belief:						
Christian	42.6%	41.3%	46.8%	15.2%	40.2%	9.3%
Muslim	7.2%	10.8%	4.8%	44.4%	8.6%	73.5%
Hindu	11.6%	10.1%	4.9%	20.6%	3.6%	8.1%
Sikh	2.8%	2.2%	1.5%	7.7%	1.4%	0.9%
No religion	28.3%	28.8%	34.4%	6.9%	38.4%	3.0%

A map showing the multiple indices of deprivation by super-output area for Leicester City as a whole is included as appendix 1.

Residents, stakeholders and community groups access the services provided by the seven organisations in six wards within Leicester City: Abbey, Beaumont Leys, Fosse, North Evington, Saffron and Wycliffe wards, could be affected by the proposal in the following ways:

- Groups and individuals meeting and participating in community activities at Community and Resource Centres. Organisations may choose to review room hire rates as part of their business plan.

- Groups and individuals accessing advice services and classes hosted at centres such as Wesley Hall Community Centre, Saffron Resource Centre and Woodgate Resource Centre. Although the centres confirm that sessions will continue charges may need to be reviewed. Saffron Resource Centre has acknowledged a new additional advice session which had been considered will not take place next year.
- Young people benefitting from music tuition at Woodgate Resource Centre will be unaffected so long as a separate bid is successful.
- Children attending pre-schools at the Sikh Community Centre and Wesley Hall will be unaffected as these facilities are already self-funding.
- Partners using community or office space at Beaumont Lodge Community Centre and St Peters Community Centre will be engaged with in a new way, to contribute towards the running of the centres. It is hoped this will strengthen the relationships between partners and help the organisations to become more resilient.
- Local residents who do not currently use the above services but who may wish to so in the future may benefit from plans to market services more effectively.
- Adults and children are now asked to pay a small fee to visit Gorse Hill City Farm instead of an optional donation.

4. Information used to inform the equality impact assessment

What **data, research, or trend analysis** have you used? Describe how you have got your information and what it tells you. Are there any gaps or limitations in the information you currently hold, and how you have sought to address this, e.g. proxy data, national trends, etc.

Demographic information for the areas where the seven organisations deliver services has been taken from the most recent Census data was used to understand the profile of the population in each area and across Leicester as a whole.

The Index of Multiple Deprivation map produced by the Public Health Division of Leicester City Council was used to identify levels of deprivation at super output area level.

In depth analysis of each of the seven organisations has been undertaken by the Council's Service Analysis Team (SAT). Full reports have been produced and shared with each organisation with feedback and comments included in the final version which has been signed off by

the commissioning services and by the organisations themselves. The SAT reports involved week long visits by a dedicated SAT officer during which time service users, board members and operations staff and volunteers were interviewed. The reports include an assessment of key areas for each organisation:

- Leadership and Management
- Organisation and Physical Environment
- Contracted Services
- Support Organisations Overall Aims
- Delivery against contract (Quantitative Analysis)
- Leicester City Council Contract Arrangements and Management
- Outputs and outcomes

The team also made assessments with regards to progress towards self-sustainability for each of the groups where this goal was referenced in the grant agreements. These assessments have been discussed with the groups and used by them to help develop financial plans and to propose reduced levels of grant funding.

Each of the organisations provide service usage data as part of their grant funding agreement on a quarterly basis. The data includes:

- Full timetable of activities and services delivered
- Numbers attending each type of activity
- Total use (annual visits) for each building or service
- Service level data relating to ethnic background, disability, age and gender. Levels of information vary between services.

5. Consultation

What **consultation** have you undertaken about the proposal with current service users, potential users and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs?
- How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

Officers have consulted with all seven organisations over a 14 week period during June – September 2017. A schedule of the consultation meetings held is included as appendix. Officers have worked with each organisation to develop a financial plan regarding the savings profile that could be achieved ensuring that:

- Reductions of 30% of the grant funding budget as a whole is achieved by March 2018 as profiled within the Transforming Neighbourhood Services programme
- The circumstances of each organisation and service users are considered separately – the SAT reports recognise that some organisations are closer to self-sustainability than others;
- Services can continue to be provided through carefully considered financial and business plans; this limits the impact on service users and ensures the organisations are more resilient.
- An understanding is communicated regarding a further tapering of funding over two years from April 2018 to March 2020 is delivered in a sustainable way;
- Independent support is offered to help the grant funded organisations to develop realistic plans for achieving self-sustainability.

6. 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: Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal?	Risk of negative impact: How likely is it that people with this protected characteristic will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?	Mitigating actions: 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.
Age¹	Older people – may be impacted by changes made to the offer at local community venues, for example if charges for activity sessions are increased.	May lead to social isolation and poorer health outcomes if users stop attending	Council officers will work with all seven community organisations to support with the implementation of new business plans. It is not expected that that the proposed changes will prevent older people from accessing the services provided as organisations have taken up suggestions for efficiencies and working with partner to fund activities.

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

	<p>Young people using Woodgate Resource Centre for music tuition could be disadvantaged if the offer is no longer available.</p> <p>Older people using lunch clubs at Wesley Hall and St Peters Community Centre may choose not to attend if the offer is changed.</p>	<p>Young people in Fosse ward may have fewer opportunities to develop artistic talent.</p> <p>Older people may become socially isolated if unable to attend.</p>	<p>However charging structures, such as room hire and entrance fee charges may be increased and could have an impact on current and new users.</p> <p>Special consideration has been given to the very minimal funding allocated to Woodgate Resource Centre. The financial plan agreed makes administrative efficiencies which do not impact on the availability of the centre or the provision of music tuition. This is however subject to separate funding bids to Arts Council England.</p> <p>Lunch clubs are separately funded. New financial plans have been developed to achieve efficiencies by working in a reciprocal way with partners and through greater operational efficiencies.</p>
Disability²	<p>Access to buildings and building features will also need to be considered and other barriers that prevent disabled people accessing services.</p>	<p>All seven buildings and facilities have been adapted to address barriers to access. There will be no change to building access arrangements as a result of the proposal to renew funding agreements.</p>	<p>The seven buildings/facilities are fully accessible for wheelchair users. Services aim to ensure inclusive access to all protected characteristics and staff will be trained to be aware of not stereotyping or discriminating against anyone based on their protected characteristics. Compliance</p>

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.

			will be monitored as part of routine grant management visits.
Gender Reassignment³	At this stage none known	Currently there is no evidence to support that this protected characteristic is likely to be negatively impacted.	Services aim to ensure inclusive access to all protected characteristics and staff will be trained to be aware of not stereotyping or discriminating against anyone based on their protected characteristics.
Marriage and Civil Partnership	At this stage none known	Currently there is no evidence to support that this protected characteristic is likely to be negatively impacted.	Services aim to ensure inclusive access to all protected characteristics and staff will be trained to be aware of not stereotyping or discriminating against anyone based on their protected characteristics.
Pregnancy and Maternity	At this stage none known	<u>Wesley Hall offers ante-natal classes. No adverse impact is expected as a result of the proposal.</u>	The centres have adequate access for pushchairs and prams and there are baby changing facilities available
Race⁴	Customers whose first language is not English may have difficulty understanding online and written information. Projects such as Wesley Hall, Sikh Community Centre and St Peters Community Centre are based in areas with diverse ethnic communities and attract users from different racial backgrounds. These	For people unable to speak English may be unable to access services at shared service centres.	If customers are not able to read English well they will still have access to reception staff and volunteers who can help.. Services aim to ensure inclusive access to all protected characteristics and staff are expected to be aware of not stereotyping or discriminating

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

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.

	users may be disadvantaged should they be unable to access these services.		against anyone based on their protected characteristics. This will be tested during quarterly monitoring visits by LCC officers.
Religion or Belief⁵	Faith based groups make use of the Sikh Community Centre, St Peters Community Centre and Wesley Hall. St Peters and Wesley Hall are both annexed to and receive support from churches.	Religious groups may be displaced if the proposals impact them negatively.	The proposals have been agreed with each of the organisations to ensure the needs of existing users are taken into account and accommodated. Independent support has been offered to each of the groups to help develop business plans and to ensure existing agreements can continue to be delivered. Council officers will work with all the organisations to monitor and review uptake of services by these groups.
Sex⁶	There is a high percentage of women using services at some centres, for example at Wesley Hall Community Centre which offers ante-natal classes and a wide range of classes which have high take up by women.	There is a risk that future changes in room hire charges and charges for classes could result in some women not attending sessions.	LCC officers will continue to monitor take up of these services, and to challenge organisations where attendance appears to have dropped.

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.

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

Sexual Orientation ⁷	At this stage none known		
<p>Summarise why the protected characteristics you have commented on, are relevant to the proposal? These are the issues cited arising from consultation sessions held. Also, for those within the Belgrave area, they reflect concerns arising from the local population.</p> <p>Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?</p>			

	Impact of proposal: Describe the likely impact of the proposal on children in poverty or any other people who we consider to be vulnerable. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?	Risk of negative impact: How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?	Mitigating actions: For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA.
Other groups			
Children in poverty	<p>Young children may be less likely to visit Gorse Hill farm a a result of a small charge being introduced.</p> <p>Children attending pre-schools at Wesley Hall and Sikh Community</p>	Children could have fewer opportunities to experience the city farm.	The move to a small charge replaces an a suggested donation scheme which has been in place for a number of years. LCC officers will continue to monitor attendance figures at the farm.

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.

	Centre are not affected as these are paid for services.		
Other vulnerable groups	None identified.		
Other types of groups (ie. Mobile phone users)	None identified		

▪			
7. EIA action plan			
Update following executive decision.			
Please list all the equality objectives, actions and targets that result from this Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.			
Equality Outcome	Action	Officer Responsible	Completion date
Ensure residents from all backgrounds, communities and demographics continue to have access to Council funded services	<p>Monitor take up of services through agreed performance measures to be returned on a quarterly basis by each organisation</p> <p>Work with each organisation to review continued access to services by people with protected characteristics. A ward engagement officer to undertake quarterly visits.</p> <p>Provide funding for independent consultancy support to help organisations develop business plans and deliver key objectives</p>	Lee Warner/Shilen Pattni	December 2018

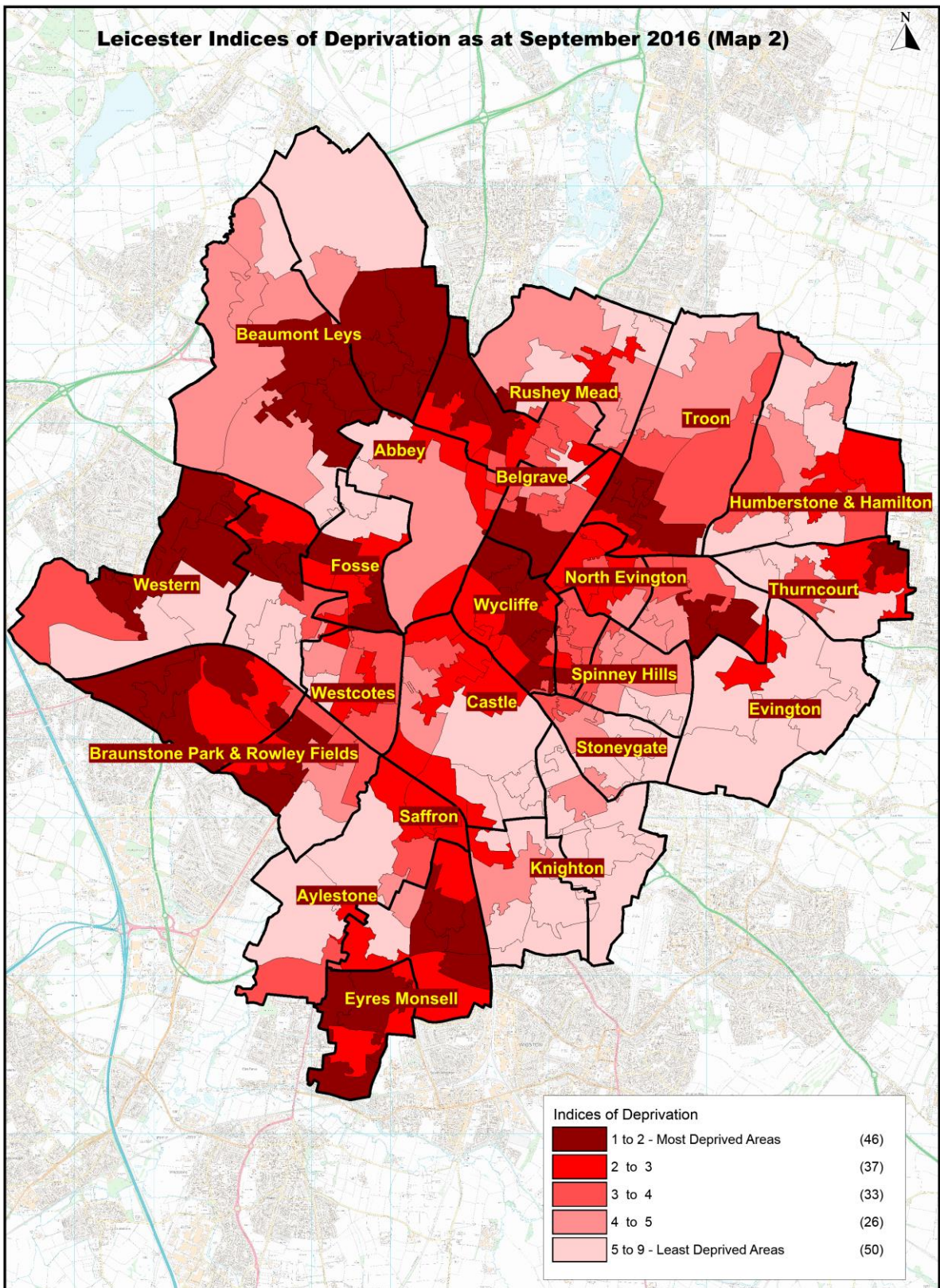
	Agree updated contracts with organisations, to include monitoring of service delivery to people with protected characteristics.		
Ensure that young people can continue to access services relevant to them	As above.	Lee Warner/Shilen Pattni	December 2018
Ensure that existing community groups and activities from all backgrounds and demographics are able to continue if wanted	As above. Work with residents and groups to find alternative solutions if their current community activities are impacted.	Lee Warner/Shilen Pattni	December 2018
Ensure residents from all backgrounds, communities and demographics continue to have access to advice services	Work with Customer Services section of council to promote full range of advice services offered to support residents. Monitor take up of advice services currently facilitated through each of the organisations, as above.	Lee Warner/Shilen Pattni	December 2018

Appendices

1. Index of multiple deprivation in Leicester City 2015

Appendix 1 – Index of multiple deprivation in Leicester City 2015

Leicester Indices of Deprivation as at September 2016 (Map 2)



Indices of Deprivation		
	1 to 2 - Most Deprived Areas	(46)
	2 to 3	(37)
	3 to 4	(33)
	4 to 5	(26)
	5 to 9 - Least Deprived Areas	(50)

© Crown copyright and database rights
2015 Ordnance Survey 100019264

Date: 03-11-2016



