

# **Equality Impact Assessment (EIA)**

Voluntary Sector Grant Aid Strategy 2011-15

**EQUALITY IMPACT, NEEDS AND REQUIREMENTS ASSESSMENT FORM  
VERSION 2 FOLLOWING MEETING ON 15<sup>TH</sup> FEB 2011**

**About the policy, practice, service or function you are assessing**

**Name of policy, practice, service or function:** Voluntary Sector Grant Aid Strategy 2011-15

**Assessment team leader name:** Ian Chennery Voluntary Sector Partnership Manager

**Date of assessment:** February - March 2011

**Department responsible:** Adults Health and Housing                      **Service Area:** Commissioning

**Members of assessment team:**

<b>Name</b>	<b>Position</b>	<b>Area of expertise</b>	<b>Comments</b>
Fiona Francis	Sight Support Derbyshire Operations Manager	Experience of issues relating to support for people with visual impairments and managing voluntary sector organisations. (20 years management experience of which 4 years are in the voluntary sector)	
Roy Jones	Volunteer and Management Committee member for CAMTAD	Issues relating to support for people with hearing impairments, 9 years experience of working within the voluntary sector organisations and working with health and social care statutory agencies.	
Sheila Brindley	U3A Management committee member	Five years experience of working with the voluntary sector looking at issues effecting older people, working within voluntary sector organisations. Currently a management committee member for CAMTAD.	

Beth Seymour	Management Committee member for Derbyshire Friend	Knowledge of lesbian, gay, bisexual and transgender issues and 4 years experience of working within the voluntary sector and working with statutory agencies on these issues.	
Kirit Mistry	Executive Director – Derby and Derbyshire Race and Equality Commission	Providing Racial Harassment casework and assisting with Police Complaints, Strategic Equality and Human Rights policy work, Young People’s Equality and Human Rights, community cohesion, health inequality and BAME infrastructure Support. Also sign posting clients to Derby Law Centre for Employment Racial Discrimination casework. (4 years at Derby REC and over 10 years in Race Equality and Health expertise)	
Matt Allbones	Deputy Chief Executive Community Action Derby	12 yrs experience of working with a wide number of voluntary sector groups, working with groups that provide services to people with a range of diversity issues. Strategic and local partnership working across the voluntary sector.	
Ian Chennery	Voluntary Sector Partnerships Manager for Derby City Council	Experience of working with voluntary sector groups, 20 yrs, including partnership work with local authorities, health agencies and the lead for the Council on voluntary sector partnerships and the Compact	
Vivene McCalla	Voluntary Sector Co-ordinator	Experience of working with voluntary sector groups, 20 yrs, working with a range of diversity issues, carrying out EIA’s, providing training and developing good practice in diversity issues in service delivery.	
George Mighty	Chair of West Indian Community Assoc	Experience of issues affecting local Afro-Caribbean Community, and consultation work with Council and other agencies on Race and ethnicity impact of local policies and strategies	
Ann Webster	Derby City Council Lead on Equality and Diversity	Experience (22yrs) of working with equality and diversity issues.	
Zaheer Khalil & Nicky Rhodes	Derbyshire Voice	Experience of working with Statutory Agencies and Service Users around Mental Health Issues. Supporting service user involvement in the design of Mental Health Services	

Appendix A: Extract From Voluntary Sector Grant Aid Strategy 2011-2015  
 Appendix B: Action Plan from the 16<sup>th</sup> March 2010 Cabinet Report on Grant Process  
 Appendix C: **ERHC Impact of Funding Cuts document from Kirit (to follow)**  
 Appendix D: Neighbourhood – Arts list of services and potential EIA impact  
 Appendix E: Adult Health and Housing list of services and potential EIA impact  
 Appendix F: Children and Young People – Supported Language Schools and potential EIA impact  
 Appendix G: Children and Young People Main grants programme and potential EIA impact  
 Glossary:

**ACTION**

AHH	Adults Health and Housing
CYPS	Children and Young People’s Service
DCC	Derby City Council
EIA	Equality Impact Assessment
RFO	Regularly Funded Organisation

**Advice is sought from members of the Reference Group on the following Questions:**

<b>Question</b>	<b>Response/ findings</b>
<b>Question 1.</b> What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	To ensure that grant aid to the Voluntary Sector in Derby: <ul style="list-style-type: none"> <li>• Is used to the maximum benefit of Derby people</li> <li>• Supports the agreed priorities of the Council, underpins the Derby Plan and reflects the diversity of the local community</li> <li>• Provides excellent value for money</li> </ul>

<p><b>Question 2.</b> Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<ul style="list-style-type: none"> <li>• City Council Staff who commission services and grant aid officers from across Derby City Council's Directorates including, Adults Health and Housing, Children and Young People and Neighbourhoods - Arts.</li> </ul>
<p><b>Question</b></p>	<p><b><i>Response/ findings</i></b></p>
<p><b>Question 3.</b> Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<p>Service users, volunteers and paid staff from Voluntary Sector organisations that are currently grant aided or may receive grant aid in the future.</p>

<p><b>Question 4.</b> What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>The Strategy sets out 12 outcome priorities and a commitment to support infrastructure organisations that support front line voluntary sector service providers. (Appendix A: Extract from Strategy)</p> <p>The Outcomes in the Strategy target are wide ranging, and seek to support both those who are vulnerable and provide support for the wider community. The Strategy specifically targets the following sections of the community and their carer:</p> <ul style="list-style-type: none"> <li>• Those whose circumstances make them vulnerable and/or disadvantaged such as frail older people, people with learning disabilities, people with mental health needs, disabled people and people from minority ethnic communities,</li> <li>• Children and young people and carers, particularly those at risk of being in care, or who may need support to access mainstream learning, or activities supporting them to access education, employment and training, particularly teenage parents, children or young people who have disabilities or have been in the care system</li> <li>• Local communities and all residents of Derby</li> <li>• Specific communities and or communities of interest where there are particular issues of disadvantage to overcome.</li> </ul> <p><b>In Addition</b></p> <p>The grant process set out in the Strategy will promote equality by following the guidance set out in the Compact, Commissioning Framework and Grant Procedure Rules developed in consultation with the Voluntary Sector. Equalities will be considered during assessment of grant applications, in grant agreements and in the ongoing monitoring of grant aided services. This will be supported by using the grant forms and guidance currently being developed by the Standard Document Set Working Group.</p>
<p><b>Question</b></p>	<p><b><i>Response/ findings</i></b></p>

<p><b>Question 5.</b> What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>Corporate approach to Grant Aid Strategy is a new development, within individual Directorates. The following information is available:</p> <p>Adult Health &amp; Housing: 2007 EIA of Community Grants Budget and Review. See Table 1</p> <p>Children &amp; Young People Service: To Follow</p> <p>Neighbourhoods – Arts Arts: 2009 EIA Internal Desktop Assessment of Potential Reduction in Grant Aid Funding for Voluntary Sector Arts Providers</p>
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<p>Table 1: AHH Summary actions from 2007 Community Grant Budget EIA + 2009 Review</p>	<p>Equality Impact Implications</p>
<p>1) 3 year funding agreements as standard, except for small revenue grants (under £1,000) and one-off capital grants</p>	<p>Benefits all groups by providing consistent funding, particularly smaller, under-developed groups, many of which are BME groups, Benefits all groups by providing greater security of funding and assisting funded organisations to plan to need community needs. Particularly Could disadvantage groups, which have not previously accessed funding by tying up funding for 3 years.</p> <p><b>Action Plan:</b> EIA on grant allocation will consider distribution to funding across all diversity areas. Criteria for small grant round to provide support for pilot projects and short term projects will include addressing diversity issues Decommissioning of groups that don't meet agreed priorities, including outcomes around diversity and re-commission new services.</p>
<p>2). To replace the need to reapply for renewed grant funding with more in-depth reviews, to take place during the final year of 3 year funding agreements.</p>	<p>Final year reviews will particularly benefit smaller groups, older people's groups and groups whose first language is not English, who may otherwise struggle with application forms. Face to face meetings can give an improved understanding of the benefits services bring to communities. There need to be opportunities for groups which have not previously accessed funding.</p>

<p>3). To realign 6 monthly monitoring returns and payments to allow more time for organisations to produce monitoring information and for officers to scrutinise it.</p>	<p>Particularly beneficial for smaller groups, many of which are BME groups, and older people's groups, by allowing more time to return performance data. May not fit with the timing of monitoring returns for other funders, which could create more work for some VCS organisations.</p>
<p>4). To adopt new paperwork for Preliminary Checks, 6 months Reviews, Annual Reviews and Final Year Reviews</p>	<p>Forms will normally be completed during a face to face meeting, which particularly benefits smaller VCS groups, older people's groups and BME groups. Amendments can be made to paperwork to address particular access needs and different grant aid sources.</p>
<p>5). To publicise one or two specific grant funding opportunities each year to meet strategic priorities, fill gaps and meet emerging needs.</p>	<p>Support for existing groups may have to reduce in order to address new needs, as yet not known (for example: new communities, or expansion in demand for a disability support group). There is the risk that funding may not be made available by the Council to advertise new grant funding opportunities and that consequently the needs of (for example) new and emergent communities may not be addressed.</p>

<p>Identifying potential equality issues and factors</p>		
	<p><b>Response / findings</b></p>	



<p><b>Question 6-</b> What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<p>BME VCS groups are often under-developed and lack information and this has made it difficult for them to access funding opportunities. This is particularly the case for new and emerging communities. A proposal for BME infrastructure support is currently being consulted on which aims to address this problem.</p> <p>Derby City Council funding to organisations aims to support all six strands of equality and diversity.</p> <p>There is at present some funding which specifically targets sexuality and gender identity, LGB&amp;T Identity people, however data on sexuality or mental Health are not usually captured systematically by funded organisations' in their Equal Opportunities monitoring. Autism Spectrum condition currently falls between Mental Health services and Learning Disabilities services and are therefore category of service users are often not being considered for specific support.</p>	

<p><b>Question 7.</b></p> <p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<p>The attached Appendices summarise the current allocation of Grant Aid in 2010-11 that are included within the Grant Aid Strategy. They include:</p> <ul style="list-style-type: none"> <li>• Appendix D – Neighbourhoods Directorate, Arts Grants – Summary of main points The majority of Arts grants provide general services that don't target a specific diversity group. 1.6% of grant funding targets specific diversity areas – learning disabilities and South Asian cultures.</li> <li>• Appendix E – Adults Health and Housing AHH, Social Care Grants – Summary of main points AHH Directorate also provides a wide range of services through contracts and direct services and this includes the increasing use of self directed support budgets where people are allocated their own funding to purchase the services they require. Grant aided services mainly provide preventative and early intervention services to people with lower levels of need. Grant funding targets many diversity streams, e.g. people with disabilities, people from BME communities and older people.</li> </ul> <p>AHH have recognised that there is a shortage of day care support for older people from the Indian community, a project to develop this service is proposed for the Grant Aid application</p>	
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	<p>process.</p> <p>AHH have recognised that there is a need to provided targeted support to BME Community Groups, a BME Infrastructure Project proposal is currently under consultation.</p> <ul style="list-style-type: none"> <li>• Appendix F – Children and Young People, Supplementary Language Classes – Summary of Main Points Currently no funding is provided for children from Pakistani/Bangladeshi backgrounds, completed applications have not been received from community groups that provide services to these groups in 2010-11. All groups have been required to comply with the rules/criteria for eligibility.</li> <li>• Appendix G – Children and Young People, Main Grants - Summary of Main Points The majority of these grants are provided for general services that don't target a specific diversity group, however 18.5% of grant funding targets children, young people from All BME communities or with learning, physical and sensory disabilities</li> </ul>	
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<p><b>Question 8.</b>  Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?</p>	<p>Derby is a comparatively densely populated small city in the south of the East Midlands county of Derbyshire and is identified as a place of comparatively rapid population growth. In 2005 Derby was the 60<sup>th</sup> most densely populated local authority district in England and Wales, with almost 3,000 residents per square kilometer by 2008 Derby was ranked 58<sup>th</sup> with 3,065 residents per square kilometer (ONS, Census 2001, UV02).</p> <p>The mid year estimate population is 240,100 (ONS, 2009 MYE); this population is comprised of 121,500 males and 122,600 females. The city population is predicted to increase by 17% by 2030 with the 70 plus population increasing by some 41%. The City has an ageing population like the rest of the UK although it does have a slightly younger age profile than the national average.</p> <p>The city contains a diverse population, with a significant proportion of people from ethnic minority backgrounds. There are around 180 nationalities represented throughout the city. The 2001 Census revealed that the proportion of derby residents born outside the UK was 8.5%; this is similar to the England and Wales average of 8.9%. Estimates based on the census and other data predict an increase in minority ethnic communities, requiring action by Voluntary Sector Providers and the Council to ensure services reflects changes in local communities.</p>	
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	<p>Our mid year estimate is that we have a population of 240,100. The Census told us we have nearly 19% disabled people living in Derby and nearly 16% minority ethnic people. Main religions in Derby are 67.4% Christian, 4.5% Muslim, 3.2% Sikh and nearly 16% no religion. The main languages are English, Punjabi, Urdu and Polish, followed by French</p> <p>The White British population of Derby makes up 84.39% of the total population with the remaining 15.61% making up the cities BME population. Derby has a large established Asian population 8.4% of the total population in 2001; this is almost twice the England and Wales average which consists of approximately equal proportions of Asian or Asian British Indians and Pakistanis.</p> <p>The 2001 Census (UV22) identifies 42,862 people with limiting long-term illness with particularly high levels in the 35-44 and post 60 age groups. According to the May 2010 Nomis Labour Market statistics 1,840 Derby residents were in receipt of Disability Living Allowance (DLA) only, 3,410 are in receipt of Incapacity Benefit (IB) or ESA only and 1,840 were in receipt of DLA only. Nomis also identifies that as of May 2010 the total number of people in Derby receiving a disability related benefit was 13,070. The number of Derby residents claiming Carers Allowance increased by 510 between May 2000 and May 2010 to 2,100 claimants, this equates</p>	
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	<p>to 1.2% of the population and is similar to the percentages claiming in the East Midlands and Great Britain, 1.2 and 1.1 respectively. The 2001 Census identifies 16,100 residents providing 1-19 hours of care, 2,746 providing 20-49 hours of care and 4,886 providing 50 or more hours care per week.</p> <p>Due to the increase in the aging population Derby is predicted to have an increase in the numbers of people with acquired deafness figures are that at 60 years of age 1 in 12 have serious sight problem, this rises steeply 1 in 8 at 75 years, 1 in 4 at 80 years . It is also evident that specific disabilities related issues are linked to ethnicity e.g. diabetes / diabetic retinopathy and cataracts more prevalent in Asians, glaucoma more prevalent in Afro Caribbean people.</p> <p>We have no accurate statistics for the number of lesbians, gay men, bi-sexual and trans people living in Derby, although the National Audit Office suggests the represent 6.6% of the population, which is 15,846 people</p>	
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<p><b>Question 9.</b></p> <p>Is there an indication that any of the policies or practices involved</p>	<p>DCC supports groups by providing information on funding available, provides support for infrastructure organisations that support front line voluntary sector groups, including smaller organisations. Many BME and Disability Groups who find it difficult to apply for grant aid can receive support through this route. In addition the DCC will be working</p>
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<p>with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>with Community Action Derby to provide Grant Aid Application Workshops as part of the Strategy. These will provide additional support for smaller and emerging organisations, older people's and community groups.</p> <p>Standard Document Set Working Group is updating the Grant Application Form and Guidance to make them more accessible to all local Voluntary Sector Groups. Consultation on these documents with Voluntary Sector and Diversity Forums will ensure that they are accessible.</p> <p>DCC also provides information on other areas of funding.</p>
<p><b>Question 10.</b> What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>DCC monitors all funded organisations on a quarterly or six monthly basis and carries out, Annual and Final Year service reviews. These all contain information on equalities issues, and the Annual Reviews are used to develop an Annual Action Plan that sets out future action for the organisation to improve performance on equalities. Failure to comply could result in the suspension or termination of agreements.</p> <p>Consultation feedback from the grants review – questionnaires and a focus groups meeting and kept on file.</p> <p>Funding applications and feedback / complaints from unsuccessful applicants are recorded.</p>

<p><b>Question 11.</b> Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>Corporate Equality and Diversity Plan April 2009 - March 2012. It covers the work we plan to do on equality for the next three years up until 2012. It outlines the action we intend to take to tackle discrimination, make sure everyone has equality of opportunity and for promoting good race relations.</p> <p>Derby City Council has adopted the Equality Framework for Local Government as part of the Council Plan. The City is currently seeking 'Excellence' level in this Equalities Standard.</p> <p>DCC has the facility to provide, grant application forms, funding agreements and monitoring forms in a variety of formats.</p> <p>The City Council has adopted the Derby Plan, which sets out a range of measures to improve life for all members of the community, and improving quality of life for individuals within the City. The Plan was developed from consultation with the community through the 'three wishes' campaign.</p> <p>There are facilities in place to provide grant aid documentation in other formats and languages.</p>
<p><b>Question 12.</b> Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>The Strategy will have a positive effect on people from all the diversity streams. It will do this by:</p> <ul style="list-style-type: none"> <li>• Supporting the Derby Plan that has been developed in consultation with the local community and reflects views of all sections of the local community.</li> <li>• Considering comments from the consultation with Diversity Forums, the Compact Forum and the wider Voluntary Sector to ensure that it supports equalities</li> <li>• Use a new standardised procedure that will ensure grant aid supports equitable services for people from all diversity themes developed in consultation with the Voluntary Sector. Grant Aided services will be required to monitor ensure services are accessible to all sections of the community, to monitor access and develop annual service plans to improve access</li> <li>• Include the Action Plan developed from this Equality Impact Assessment which will form part of the Strategy and will be independently reviewed by the EIA Reference Group who will report to the Compact Forum.</li> <li>• Refocus service on City Council priorities and ensuring services are as effective a possible by supporting groups to work together to share skills and knowledge</li> <li>• Ensure that services are provided by and managed by people with relevant skills and experience of diversity issues.</li> </ul>





**Collecting the information and data about how the policy, practice, service or function, impacts on communities**

Please record your information and data in this table and think about:

- what information or data you will need
- using both quantitative and qualitative data
- making sure that where possible there is information that allows all perspectives to be considered
- identifying any gaps in the information/ data and what it can tell you

**The following information will be collected to support the future EIA for the grant aid strategy.**

<b>Data or information</b>	<b>When and how was it collected?</b>	<b>Where is it from?</b>	<b>What does it tell you? You need to consider all six equality strands where you can</b>	<b>Gaps in information</b>
Customer feedback and complaints	A central file will be kept of any complaints or feedback regarding grant processes.	VCS organisations	This will feedback into EIA reference group for analysis of how to improve sensitivity to diversity issues.	
Consultation and community involvement	12 week consultation with VCS, December 2010 - March 2011.	Questionnaires and focus group.	Will identify EIA issues and potential action that should be taken to improve Grant Process.	
Performance information	Monitoring returns from funded organisations and EIA element of annual service reviews	From Voluntary Groups to DCC Grant Officers	Will give indication of group performance on equalities, and demonstrate that action is taken to improve performance.	

Comparative information or data where no local information is available	Benchmarking through LGA email group and internet searches for information on other Council grant funding reviews.	Many Councils have recently been undertaking some form of VCS or grant review	There are some similar issues being addressed by other authorities. However, approaches vary considerably amongst different local authorities.	Benchmarking needs to be specific to particular issues.
Census, national or regional statistics	Collected August 2007 from available strategies.	Evidence taken from Older Peoples Commissioning Strategy 2006-9; Physical Disability and Sensory Impairment Commissioning Strategy; Community Cohesion Strategy 2007; Census 2001.	<ul style="list-style-type: none"> <li>• Older people in Derby from BME communities have specific needs.</li> <li>• Derby is a city with significant inequalities for older people</li> <li>• The distribution of older people in Derby varies markedly between wards.</li> <li>• Derby has 36% of households with one or more members having a limiting long-term illness, slightly above the England average</li> <li>• The largest ethnic group reporting limiting long term illness is Asian</li> </ul>	Neighbourhood Plans may contain more up to date statistics
<i>Access audits or assessments such as DDA assessments</i>	<i>Undertaken if appropriate, for individual services.</i>			

**Action Plan: Monitoring and reviewing - incorporating into performance management**

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

<b>Objective</b>	<b>Planned action</b>	<b>Target performance</b>			<b>Responsible lead officer</b>		<b>Reporting cycle,</b>	
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							for example, quarterly	
		20011/12	2012/13	2013/14	2014/15			
1. Additional support (briefings, workshops and communication support) for Groups where diversity issues restrict access to information will to ensure access to the grant aid application process	<p>Provide workshops to support participate in grant aid programme</p> <p>Information provided in alternative formats</p> <p>Provide additional support through Grant Officers as request</p>	<p>April</p> <p>April</p> <p>ongoing</p>	Oct	Oct	Oct	Grant Officer for the Grant Budget		EIA review included in the July 2011 report.
2. Grant aided services improve their equality performance	Requirement to monitor diversity issues in grant aid agreements. Grant officers will advise groups to ensure the work involved is proportionate to funding and services provided.	Nov 2011	Oct	Oct	Oct	Grant Officer for the Grant Budget		Annually EIA reference Group linked to Compact

	<p>Annual service reviews includes equality access and service improvement actions. Grant officers will advise groups to ensure the work involved is proportionate to funding and services provided.</p>		Oct	Oct		<p>Grant Officer for the Grant Budget</p> <p>And EIA Reference Group from the Compact Forum</p>		<p>Annually thereafter as part of Cabinet Report on Voluntary Sector Funding and Compact Forum</p>
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<p><b>3. Voluntary Sector</b> Groups able to access small amounts of grant annually or more often to start new initiatives and other short term projects and support.</p>	<p>Small grants pots to be streamlined to combine the ODPG, Social Care and the proposed BME small grants into one annual and consider quarterly small grant round.</p> <p>Allocated by a panel made up of individuals from the relevant areas of interest, annually / quarterly</p>	<p>April</p>	<p>Sept</p>	<p>Sept</p>	<p>Sept</p>	<p>Grant Officer for the Grant Budget</p>		<p>Annually EIA reference Group linked to Compact</p> <p>Report in annual grant aid funding report to Cabinet</p>
<p><b>4. Equalities data</b> recorded in a comparable way to support the Council to review the diversity of all it's grant aided services.</p>	<p>Develop new corporate monitoring form to capture the six strands of Equality and Diversity and agreement to record information in the same way</p> <p>Review form</p>	<p>Oct</p>	<p>Oct</p>			<p>Grant Officers</p>		<p>Annually EIA reference Group linked to Compact</p>

<p><b>5.</b> Ensure grant aid reflects diversity issues in local community.</p>	<p>Equality impact assessment on all Grant Aid funding to identify gaps in service to diversity streams</p>	<p>July</p>	<p>Sept</p>	<p>Sept</p>	<p>Sept</p>	<p>Grant Officers</p>		<p>Annually EIA reference Group linked to Compact</p> <p>Report in annual grant aid funding report to Cabinet</p>
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**Objectives - process, impact or outcome based**

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	<b>Additional support (briefings, workshops and communication support) for Groups where diversity issues restrict access to information will to ensure access to the grant aid application process</b>
<b>Specific</b>	Yes
<b>Measurable</b>	The outcome measure will be based on the number of applications received as a result of providing this support
<b>Achievable</b>	Yes
<b>Relevant</b>	Yes: identified by consultation as an issue
<b>Timed</b>	April – May 2011

<b>Objective/Target:</b>	<b>Grant aided services improve their equality performance</b>
<b>Specific</b>	Yes: Individual projects will be required to monitor service users based on the six strand and provide annual action plan
<b>Measurable</b>	Yes: In the monitoring sent to the Council from each organisation
<b>Achievable</b>	Yes: Support and guidance will be provided by Grant officers to the organisation on how this can be achieved
<b>Relevant</b>	Yes: Will enable Council to determine if the service provided are consistent and meets the requirements of all people in all communities in Derby regardless of their age, disability, religion, sexuality, gender and race
<b>Timed</b>	November 2011 – onwards – part of annual monitoring of services

<b>Objective/Target:</b>	<b>Voluntary Sector Groups able to access small amounts of grant annually or more often to start new initiatives and other short term projects and support.</b>
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<b>Specific</b>	Yes: Small grant funding pot being made available to support specific activities within the BME communities
<b>Measurable</b>	Yes: This will be determined by the number of applications approved
<b>Achievable</b>	Yes:
<b>Relevant</b>	Yes: identified in consultation with Voluntary Sector Organisations
<b>Timed</b>	November 2011 – onwards – annual review of small grant allocation to EIA reference Group

<b>Objective/Target:</b>	<b>Equalities data recorded in a comparable way to support the Council to review the diversity of all it's grant aided services</b>
<b>Specific</b>	Yes: Grant Officers already in discussion to develop approach in consultation with Voluntary Sector
<b>Measurable</b>	Yes: Review of grant aided service equality impact
<b>Achievable</b>	Yes
<b>Relevant</b>	Yes
<b>Timed</b>	Yes: in place by November 2011, reviewed annually.

<b>Objective/Target:</b>	<b>Ensure grant aid reflects diversity issues in local community</b>
<b>Specific</b>	Yes:
<b>Measurable</b>	Yes: Allocation of grants will be compared to local population profile
<b>Achievable</b>	Yes: information on population profile and grant aided services is available.
<b>Relevant</b>	Yes
<b>Timed</b>	Yes: July 2011 review for Cabinet Report.