



HILLINGDON

LONDON

Appendix B - Impact Assessment

What is being assessed?

A reduction to the Hillingdon Association of Voluntary Services (HAVS) 2012-13 core grant funding of up to 50%.

Who is accountable? E.g. Head of Service or Corporate Director

Hugh Dunnachie, Chief Executive

Date assessment completed and approved by accountable person

18 January 2012

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Nigel Cramb, Partnerships and Business Engagement Manager
Kevin Byrne, Head of Policy, Performance and Partnerships

A.1) What are the main aims and intended benefits of what you are assessing?

The current core grant funding is unrestricted but HAVS have said is used towards salaries and on costs of Chief Executive, Volunteer Centre Manager, Office Manager, general overheads and other costs.

Current Salaries of and on costs (NI/Pension @ 3%) of these staff are:

Chief Executive:	£72,700
Volunteer Centre Manager	£41,000
Office Manager	£25,400

The proposal is to reduce the core grant funding by up to 50% subject to three months notice so effective from 1st May 2012 equating to a grant in 2012/13 of £48.75k.

According to the consultation response from HAVS, this would mean that the organisation would more than likely have to close within 12-18 months.

HAVS have described its mission as 'to promote the advancement of and support for,

the voluntary and community sector in the London Borough of Hillingdon; encourage and develop mutually beneficial links between the voluntary and statutory sectors; act as the focal point and principal forum for the voluntary sector locally and surrounding boroughs/communities.'

According to their 2012-13 bid, the services that HAVS provide in Hillingdon are:

- ICT – A project funded through Big Lottery Basis 2 to provide free ICT help advice, training & support, specifically targeting groups for whom English is not the first language.
- Community Web portal providing information and training more efficiently to the voluntary & community sector within the borough. The Portal also acts as a conduit for information between organisations and to allow statutory organisations to reach the voluntary & community sector.
- Training & Quality – provide high quality training which is provided free on line and via a B2B training programme.
- Small Groups – enables smaller groups to build their capacity and ensure good governance.
- Children & Families – brings together the voluntary sector and statutory sector to develop initiatives and disseminate information. HAVS has a place on the Children's Board.
- HR – On line support & referral advice provided. Work is in hand to provide this facility free to the voluntary and community sector.
- Volunteering – acts as a broker and seeks to place volunteers with organisations that are seeking volunteers.
- General advice/support
- On line newsletter
- Forums (Health & Social Care, Children's, volunteers, Chief Officers) continue to draw together experts in these areas.
- Capacity Builders Hillingdon Consortium lead. This successful project has ceased with the demise of Capacity Builders. The work however is being continued under a Transforming Local Infrastructure Bid to be led by HAVS.
- Representation at cross sector / cross borough meetings (e.g. LSP, WLN)

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

HAVS have a membership of 421 voluntary sector groups that in turn support residents of Hillingdon. No information is provided on the breakdown of these groups.

The groups are varied and range from small community groups to large national charities e.g. uniformed and youth groups, older peoples clubs, Age UK, Hillingdon Carers. There is no information on which groups benefit from which services.

The following shows the demographic breakdown of Hillingdon residents by age, sex, race, disability and religion/belief.

Estimated total population

The Office of National Statistics (ONS) estimated (2008 MYE based) Hillingdon population for 2010 at 263,527.

Age

0-19	25.7%
20-39	30.3%
40-59	26.2%
60-79	14.1%
80+	3.7%

There are a total of 34,385 people over the age of 65 in Hillingdon, out of which 14,797 (43%) are men and 19,588 (57%) are women. Older People's (65+) population is predicted to increase by 7.1% in the next 5 years compared with 5% overall increase in Hillingdon's population.

The total number of people aged 85+ is 4,716, out of which 1,529 (32.4%) are men and 3,187 (67.6%). In the next 5 years, the population of persons aged 85+ is expected to increase to almost 5000 which is an increase of 8%. Males are expected to increase by 16% to 1700 persons and females by 4% to almost 3300 persons.

Source: ONS 2008 MYE based population projections, May 2010

Sex

Approximately 49% of residents are male and 51% female

Race

Black and minority ethnic (BME) communities make up approximately 30% of Hillingdon's population, the largest of which is Asian people. Indian people form 12.2% of the total population, followed by Black African at 3.4%. Source: GLA EGPP 2007 PLP

Disability

Whilst we do not have fully comprehensive data on the number of people with disabilities in Hillingdon, there are approximately 10 million disabled people in Great Britain who would be covered by the Equality Act; this represents around 18 percent of the population. Source: Family Resources Survey, Disability prevalence estimates 2008, as used by the [Office for Disability Issues](#)

During 2010/11 505 people with a learning disability were supported by the local authority and 681 adults of working age with a physical and/or sensory disability. These people were supported by provision of community services (e.g. personal care, day opportunities and outreach services), through a Direct Payment or within registered care provision (residential or nursing care homes).

The Projecting Adult Needs and Service Information database (PANSI) developed by the Institute of Public Health indicates that over the next five years the number of people aged 18-64 with a moderate physical disability will increase by a further 425 people and those with a serious learning disability are expected to increase by a further 99 people.

Religion or Belief

- Christian 64.10%
 - Buddhist 0.39%
 - Hindu 4.61%
 - Jewish 0.81%
 - Muslim 4.63%
 - Sikh 4.55%
 - Other religions 0.40%
 - No religion 13.37%
 - Religion not stated 7.13%
- Source: Census 2001

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
<ul style="list-style-type: none"> • Voluntary Sector Organisations • Residents of Hillingdon • Leader • Cabinet Member Improvements, Partnerships and Community Safety 	<ul style="list-style-type: none"> • To ensure grant funding is being allocated in an appropriate and fair manner in order to meet the needs of Hillingdon residents and support the Council to meet their priorities. • To ensure grant funding is being allocated in an appropriate and fair manner that meet the needs of Hillingdon residents. • To ensure grant funding is being allocated in an appropriate and fair manner in order to meet the needs of Hillingdon residents and deliver on the Council’s priorities. • To ensure grant funding is being allocated in an appropriate and fair manner in order to meet the needs of

<ul style="list-style-type: none"> • Deputy Chief Executive and Corporate Director Central Services • Head of Policy, Performance and Partnerships • 	<p>Hillingdon residents and deliver on the Council's priorities.</p> <ul style="list-style-type: none"> • To ensure grant funding is being allocated in an appropriate and fair manner in order to meet the needs of Hillingdon residents and deliver on the Council's priorities. • To ensure grant funding is being allocated in an appropriate and fair manner in order to meet the needs of Hillingdon residents and deliver on the Council's priorities.
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A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Religion or belief	✓
Disability	✓	Sex	✓
Gender reassignment	✓	Sexual Orientation	✓
Marriage or civil partnership	✓	Community Cohesion	✓
Pregnancy or maternity	✓	Community Safety	✓
Race/Ethnicity	✓	Other – please state	

B.1) Consideration of information and data - what have you got and what is it telling you?

<p>Core grant funding for HAVS enables them to support a wide range of organisations that provide services which are available to residents and whether generic or bespoke, cover all the protected characteristics as defined in the Equality Act 2010.</p> <p>There is no evidence to suggest that a reduction in funding would immediately affect these organisations or HAVS itself.</p> <p>If, however, the reduction of 50% results in the closure of the organisation in 12-18 months, this could have an impact on the groups that HAVS support, which in turn</p>
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could have a potentially negative impact on some protected groups as a number are run by, and for, minority groups e.g. Hillingdon Asian Women's Group, Bangladeshi Association, Hillingdon Refugee Support Group, Hillingdon Special Needs Farm, although there is no evidence to support this.

There could also be an impact on the work that HAVS does for children and families. They have a dedicated Children's Youth and Families Officer who coordinates a Children's, Youth and Families Network, provides safeguarding children guidance and training, and supports an online resource centre, although there is no evidence to support this.

HAVS also provide free ICT help, advice, training and support, specifically targeting groups for whose members have English as a second language. If this training is no longer available, this could have a potentially negative impact on the people the training supports, although there is no evidence to support this.

HAVS facilitate the Children's, Youth and Families Network and the Hillingdon Voluntary Sector Health & Social Care Forum. These forums provide an opportunity for the groups in these fields to coordinate their policy and planning and share good practice. If there is no longer a role to coordinate and facilitate these forums, this could have a potentially negative impact on the people that these groups support, although there is no evidence to support this.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓ NO YES ✓

Hillingdon Council's priority is to support services which directly meet the needs of residents and to reduce funding for "tier 2" organisations.

A letter was sent to the Chief Executive of Hillingdon Association of Voluntary Services (HAVS) requesting a written response on the implications of any reduction in HAVS core grant funding and the effect this may have on services to residents, before any decisions are taken. The outcome of this consultation is provided in Appendix A.

HAVS has indicated that a reduction in funding of 50% would require the organisation to draw on its reserves and then require it to close. This is estimated as necessary within 12-18 months. HAVS also estimates that an alternative reduction of up to 25% would require significant down scaling of the existing operation but this is stated in terms of reduced costs and reduced activity rather than services to groups or residents.

The key issues raised in the consultation are, in summary, that a reduction in funding would lead to :

- Reduced ability in the sector to bid for external money, for example where local authorities may not be eligible to bid, say through the National Lottery schemes.
- Reduced capacity to support development of voluntary sector organisations although there is no detail on the scale of support currently provided or the direct impact of reduced funding on this service. Six organisations have written in support of HAVS (see HAVS Letter of 20 December 2012).
- Reduced support on quality standards such as PQASSO and Investing in People which helps groups demonstrate standards, sometimes necessary in bids for external funds. No indication is provided of the level of this support or numbers of beneficiaries so it is not possible to gauge impact of reduced funding.
- Reduced volunteering support activity given that HAVS is the main source for uploading opportunities to the “Do-it.org” website from Hillingdon.
- HAVS together with other West London CVS’s has a bid pending for support from Government under the Transforming Infrastructure Funding which is due to be decided on in January 2012. This would potentially bring £150k investment to Hillingdon to support external bidding and tendering. A reduced core grant to HAVS would not impact on this opportunity directly but would limit capacity to go for similar opportunities.
- HAVS is in effect the anchor tenant at Key House which is owned and run by the Key House Trust as a resource centre for the boroughs’ voluntary sector.

B.3) Provide any other information to consider as part of the assessment

Background

For 2012/13, it is proposed to invest growth money in the voluntary sector core grants budget of an additional £400,000, to further support and develop services to residents.

The Council is looking to maximise value for money through the strategic allocation of the new funds and it will not, therefore, be allocating additional funding on an ‘across the board’ basis. It will instead seek to focus and target resources to organisations and service areas where it believes additional investment is required.

Where the Council has chosen to invest additional funding in organisations it has taken into account a number of issues. In particular it has sought to target support organisations that deliver:

- Direct services that resident’s value.
- Services that directly or indirectly save the Council from committing expenditure.

Legal context

The Council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010).

C) Assessment

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
Race	<p>HAVS provide free ICT help, advice, training and support, specifically targeting groups for whose members have English as a second language. If this training is no longer available, this could have a potentially negative impact on this group.</p> <p>There is, however, no direct evidence of beneficiaries at this time to gauge the true impact of this change.</p> <p>The council provides ESOL training and ICT training through Adult Education Services which is accessible to all. Each of councils 17 libraries has free access to internet and computers. In addition, providers such as Uxbridge College are able to offer ESOL support and job related training for unemployed residents seeking work.</p>
All	<p>HAVS support smaller groups to build their capacity and ensure good governance. If this support is no longer available, it could have a potentially negative impact on some of these groups that are run by, and for, minority groups.</p> <p>There is, however, no direct evidence of beneficiaries at this time to gauge the true impact of this change.</p> <p>Groups would be free to access information online and through other support organisations such as the National Council for Voluntary Organisations or locally through Hillingdon Community Trust, subject to eligibility. In addition Council officers have some limited capacity to signpost and support organisations.</p>
All	<p>HAVS provide support for groups seeking volunteers by assisting them to specify their needs and publish opportunities on the Do-It.org volunteering website. If this support is no longer available, it could have a potentially negative impact on some groups in encouraging volunteers to make contact.</p> <p>There is, however, no direct evidence of beneficiaries at this time to gauge the true impact of this change.</p>

Age	<p>HAVS have a dedicated Children's Youth and Families Officer who coordinates a children's, youth and families network, provides safeguarding children guidance and training and supports an online resource centre. If this support is no longer available, this could have a potentially negative impact on this group.</p> <p>This project work is commissioned separately through Children Services via a service level agreement and therefore in the event of the closure of HAVS, would be commissioned elsewhere.</p> <p>As there is no direct evidence of beneficiaries at this time, it is not possible to gauge the true impact of this change.</p> <p>The multi agency approach to safeguarding children and the developments of plans and actions is not dependent on HAVS being involved or running the network.</p>
Age and disability	<p>HAVS facilitate the Children's, Youth and Families Network and the Hillingdon Voluntary Sector Health & Social Care Forum. These forums provide an opportunity for the groups in these fields to coordinate their policy and planning and share good practice. If there is no longer a role to coordinate and facilitate these forums, this could have a potentially negative impact on the people that these groups support.</p> <p>There is, however, no direct evidence at this time to support this and groups would be free to continue to support their own networks and discussions.</p> <p>On health and social care new requirements under the Health and Social Care Bill are proposing that the Local Involvement Network should cease and a new HealthWatch be created. It is likely that the role of the new HealthWatch will require it to reach out to residents and organisations to take forward local issues.</p>

C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
All groups	Any reduction in funding will be redistributed within the sector so that any gaps in support or provision are filled.

D) Conclusions

The Council recognises the role that HAVS plays in supporting the voluntary sector in

Hillingdon and we acknowledge there are potentially some negative impacts resulting from a reduction in funding on some voluntary groups and as a result, on some minority groups.

Hillingdon Council has said that it is seeking to prioritise investment in front line voluntary services which directly benefit residents and to withdraw support from organisations offering help to other organisations or “Tier 2” bodies.

Hillingdon Council has also agreed that overall its commitment through core grants to frontline voluntary organisations in the borough will increase in 2012/13 to over £1.8m. This additional support will include a small grants fund for one-off projects plus additional support for areas of need including older people, victims of domestic violence and those with dementia. Other support will be evaluated on merits but will focus on supporting services to residents and ensuring value for money.

Signed and dated: *Hugh Dunnachie – 18 January 2012*

Name and position: *Hugh Dunnachie, Chief Executive*