



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Age UK Hillingdon, Harrow & Brent (Digital Inclusion): decision not to award core grant for 2023/24

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more

directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Age UK Hillingdon, Harrow & Brent (Digital Inclusion) grant application is contained at appendix B with a recommendation not to support for 2023/24.

This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

108 beneficiaries in 2021/22 through one-to-one sessions and workshops

22% people with disabilities
 44% women
 35% from an ethnic minority

2022/23 forecast 1200 service users of Age UKHH&B (Digital Inclusion) services and support.

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Age UKHH&B (digital Inclusion) services	Ability to receive support to access digital services

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

From the data and grant applications we can see that towards 1200 residents should benefit from the AgeUK HHB's digital inclusion projects this year. Given knowledge of partners (Age UKHHB and DASH) we can expect a large number of these to be older people or those with disabilities (targets in application were broadly 50/50 between these two groups).

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Older People	Potentially not able to receive support from Age UK /DASH to help access digital services or training for digital skills.
People with a disability	Potentially not able to receive support from Age UK /DASH to help access digital services or training for digital skills.
Women	Potentially not able to receive support from Age UK /DASH to help access digital services or training for digital skills.
Ethnic minorities	Potentially not able to receive support from Age UK /DASH to help access digital services or training for digital skills.

D) Conclusions

We recognise that the proposal not to award further grant to Age UK HH&B for Digital Inclusion workshops and one to one support for 2023/24 could impact on some residents with protected characteristics especially older and disabled people.

The project supported for current year was set up as a pilot to see whether offering one to one support and group sessions could make an impact on abilities to access services and develop skills for people who may be otherwise be excluded from digital services.

As our assessment points out, the case to support wider work in the voluntary sector to promote digital inclusion remains and this project shows promise in being able to support and deliver training for different cohorts based on the expertise and reach of both Age UK and DASH. It lacks, however, full analysis of the need locally or systematic review of opportunities to intervene and offer support. It is not recommended that the current programme is funded further for 2023/24. The existing project needs to be evaluated fully and considered as an option within commissioned services.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Give Space CIC: decision not to award core grant for 2023/24

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This

process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Give Space grant application is contained at appendix B with a recommendation not to support for 2023/24.

This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

256 users of services in 2021/22

37% people with disabilities

86% women

49% people from ethnic minorities

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Give Space services - residents requiring mental health support.	Access to drama and movement psychotherapy workshops and/or one to one support.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age		Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that Give Space successfully delivers to a number of groups with protected characteristics mostly mental health needs but also others who may have mental and physical illness.

Consultation

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

Please tick ✓ NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to "incur

expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Residents with Mental Health disabilities	Access to drama and movement psychotherapy workshops and/or one to one support could be reduced.

D) Conclusions

We recognise that the proposal not to award further grant to Give Space CIC for 2023/24 could impact on the organisation’s service delivery and in turn on some groups who have benefitted who may have protected characteristics.

Having supported Give Space during the current year with a core grant is it hoped this will have helped the group to become established and to become self- sufficient. The application supports the view that Give Space is becoming successful and grant support has been able help it look elsewhere for support.

The impact of not providing further funding should not therefore mean that services are removed but it is recognised that Give Space may need to adjust its operation accordingly and to look at other funding opportunities and its charging arrangements.

Should any services not be possible then potential recipients would need to rely on other voluntary agencies such as MIND or and mental health provision available through NHS.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



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Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Hillingdon Brain Tumour Injury Group: proposal to reduce core grant for 2023/24 to £15,000.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more

directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Hillingdon Brain Tumour Injury Group grant application is contained at appendix B with a proposal to reduce core grant for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

130 services users in 2021/22 (102 Hillingdon residents.)

92 have a disability

75 are women

30 are from Ethnic minority groups

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Hillingdon Brain Tumour Injury Group services	Access to HBTIG services and support.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that 130 people benefitted from HBTIG support and services in 2021/22 and that 92 of these had a disability, 75 were women and 30 from an ethnic minority.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to "incur

expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
People with a disability	Access to HBTIG services and support
Women	Access to HBTIG services and support
Ethnic Minorities	Access to HBTIG services and support

D) Conclusions

We recognise that the proposal to award a reduced grant to Hillingdon Brain Tumour Injury Group for 2023/24 could impact on the range and volume of services it is able to offer residents and that some of these will be disabled, women or from an ethnic minority.

Decisions on the future of HBTIG and its services will be for its management and trustees. Should services be reduced or limited in some way then anyone not able to access those services would need to rely on other charitable groups or NHS services.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

H4All Capacity Building project: decision not to award core grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to

the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of H4All grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

Data provided by H4All appears to relate to their overall services rather than the capacity building project supported through core grant this year. The project does not directly provide services to residents but seeks to build the capacity indirectly through groups and volunteers to support residents.

There is no data available yet on which groups have received capacity building support. In respect of the community champions programme we have reports on progress and overall numbers and know that some volunteers are from ethnic minority groups and many are women.

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Groups accessing support from H4All	Access to capacity building support.
Volunteers as community champions	Helping to reach communities

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

Given the indirect nature of programme there is no meaningful data available to assess.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
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C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
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D) Conclusions

The proposal not to award further grant to H4All for 2023/24 for the capacity building programme underway during 2022/23 may lead to some groups not having access to support during 2023/24 and, therefore, indirectly impact on residents with protected characteristics.

The Community Champions volunteering scheme should continue as the volunteers have stated their willingness to continue and the programme is funded to provide legacy support once direct funding through grant and other sources ends in March 2023.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



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Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Hillingdon Shopmobility: decision not to award core grant of £15,000 for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

21/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Hillingdon Shopmobility's grant application is contained at appendix B with a recommendation not to support for 2023/24 on the groups that the application represents poor overall value for money it is not realistic to expect the organisation to be funded by the Council, especially in the absence of a viable and sustainable business model.

This EIA sets out the impact of that proposed decision on resident's with protected characteristics in light of the Council's public sector equalities duties.

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

Forecast 3000 service users of Shopmobility services for 2023/24.

1353 services users in 2021/22 (70% Hillingdon residents.)

100% people with disabilities

75% women

8% people from Ethnic minority groups

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Shopmobility services	Access to mobility assistance when

	visiting Uxbridge to help them shop.
Uxbridge based retailers and organisations.	Benefit from shoppers attending their shops.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

From the data provided by Shopmobility as part of their application we can see that up to 3000 disabled people, 75% of whom are female and 8% from ethnic minority groups would benefit from the services offered by them proposed for 2023/24. For the last year the numbers were 1353 and have increased since the pandemic but not yet to previous levels. So somewhere between 1353 and 3000 are likely to receive help with shopping in Uxbridge during current year.

Consultation

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

Please tick ✓ NO ✓ YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

Shopmobility were also informed about the Council's concerns about the viability of the organisation and the overall value for money for money of a core grant given the lower numbers and the dependency on grant to exist. Notice was provided via the last year's report to Cabinet and in email to the organisation, together with an invitation to discuss further which was not taken up, that the Council was minded to reduce this contribution and that the 2022/23 grant would provide some additional time to reconsider the organisation's ways of working, charging and fundraising.

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

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).

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C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
People with a disability	The changes in grant could have a potentially negative impact on people with a disability as it could lead to Shopmobility cancelling services or charging more for services on which they currently rely to enable them to shop in Uxbridge.
Women	The changes in grant could have a potentially negative impact on women with a disability as it could lead to Shopmobility cancelling services or charging more for services on which they currently rely to enable them to shop in Uxbridge.

D) Conclusions

We recognise that the proposal not to award further grant to Shopmobility for 2023/24 could impact on the disabled people (and majority of whom are women) currently benefitting from this service to help them shop in Uxbridge.

How Shopmobility will choose to respond to reduced income from grant will be for their management and trustees and in discussion with their sponsors in the shopping centres and the Uxbridge Business Improvement District.

Our assessment of their financial position is that the organisation will need to reduce its costs or increase income or both to become sustainable for 2023/24. Estimated forecast expenditure is £59,663 and forecast income excluding core grant but including £2,000 transport grant as per Cabinet report, is £35,200. Reserves are stated as £18,195.

Should Shopmobility not address this issue, and it has not adequately so far, then there is likely to be an impact on the existing service users as the scheme may need to close.

The options available for those disabled people who use Shopmobility to shop in Uxbridge if the organisation chooses to stop services are to:

- Consider on-line shopping.
- Self-fund mobility provision such as scooters, perhaps utilising personal payments related to disability where possible.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



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What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Hillingdon Somali Women's Group: proposal not to provide grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/22

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the

voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

The Hillingdon Somali Women's Group is requesting is £12,785 to cover their rent and utility costs for 2023/24. Grant for 2022/23 was £10k. Officers' assessment of the grant application is at Appendix B on the Cabinet paper with a proposed recommendation that the group is not supported for 2023/24. The group's income is limited to Council and London Trust grant with no predicted other income for 2022/23 or 2023/24 which is of concern as their operating model is becoming reliant on grant.

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

197 service users during 2021/22. 400 contacts proposed in 2023/24

20% people with a disability (40)

98% women (193)

99% from an ethnic minority group (195)

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

Stakeholders	Interest
Head of Service, Director, Cabinet Member and Leader	Ensure value for money in service delivery
Service Users	Recipients of appropriate advice support, access to social club, and training in English as a second language and digital skills.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age		Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data suggests that some 197 women of mostly Somali heritage and 20% of who have a disability could be impacted by any changes in the services from HSWG.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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)

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Somali Women	Potential to not be able to access advice services and social support within community.

D) Conclusions

A Council decision to not award grant to HSWG may not have a direct impact on services if they are able to seek broader external funding or to reduce costs.

There is realistic risk, however, that the group will struggle in the current funding climate and that it will not be able to continue to support the numbers of Somali women who have gone to them to access urgent advice.

If that situation were to transpire then those residents would need to access support from other agencies such as Citizens Advice or DASH. Hillingdon Adult Education would continue to offer ESOL support.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Hillingdon Women's Centre: proposal to reduce core grant to £30k for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/22

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25. During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

Hillingdon Women's Centre have applied for core grant of £50k for 2023/24 towards staff salaries. Grant award for 2023/24 was £50k. An assessment of the centre's grant application against the criteria is contained in Appendix C. The proposal is to reduce this award for 2023/24 to £30k in preparation for when support will only be available via commissioning of services.

Officers recognise the significant journey HWC has been on over recent years and how through wider networking, delivery of important services and willingness to seek wider funding the group has become less reliant on Council grant and this direction needs to continue. The future is not certain under a new approach of commissioned early intervention services.

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

892 Women accessed HWC services during 2021/22 and increase on the 590 the previous year.

386 received specialist support for domestic abuse.

35% had a disability

56% were from an ethnic minority group

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

Stakeholders	Interest
Head of Service, Director, Cabinet Member and Leader	Ensure value for money in service delivery.
Women including those with disabilities (35%) and from ethnic minority groups (56%)	Seeking access to independent advice and support.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age		Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	✓
Race/Ethnicity	✓	Community Safety	✓
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that some 892 women have accessed HWC support during 2021/22 and that should any services be withdrawn or curtailed this could have a negative impact on their outcomes.

Consultation

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

Please tick ✓ NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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)

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Women including : Those with a disability, from an ethnic minority, victims or at risk of domestic abuse.	These groups of women could be impacted by any reduction in services that may result from reduced income due to reduced grant.

D) Conclusions

HWC will wish to consider how its responds to reduced grant income and whether services would need to be restricted or if income can be increased still further or costs reduced.

The headline figures in the grant application suggest that for 2023/24 a £20k reduction would leave forecast expenditure at about £35k more than income (£145k - £129,350 = £15,650 before the reduction).

Should services be required to be reduced then residents seeking advice and support may wish to consider:

Hillingdon Domestic Abuse Advocacy Service (HDAAS) in confidence (Monday to Friday, 9am to 5pm) by emailing hdaas@hillingdon.gov.uk or calling 07874 620954

Outside of HDAAS' opening hours and on bank holidays, contact our Stronger Families Hub by calling 01895 556006 or emailing strongerfamilieshub@hillingdon.gov.uk

In addition, residents are able to access pan-London support offered via the London Councils grant scheme in relation to domestic and sexual abuse – which offers support for people at risk of harm and specialist help for survivors to help them rebuild their lives. (see: [2022-2026 Grants Programme | London Councils](#)) .

Generic advice is available from Citizens Advice.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

MHA (Methodist Homes Association) Communities West London: proposal not to award grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/22

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more

directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

MHA has applied for grant funding of £29k for 2023/24 to support accommodation, staffing and dining club. Grants of £10k for staff costs and £5k for dining were awarded for 2022/23. An assessment of MHAs application is set out at Appendix B with a proposal not to fund for 2023/24.

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

231 older people use the MHA services in Northwood and Northwood Hills in 2021/22.

89% are Hillingdon residents
 82% are women
 78% have a disability
 17% are from an ethnic minority

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

Stakeholders	Interest
Head of Service, Director, Cabinet Member and Leader	Ensure value for money in service delivery
Older people	Accessing MHA services

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	

Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that up to 231 older people benefit from MHA support on offer in Hillingdon. Of these many have a disability and/or women and a smaller number from ethnic minority groups.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

In addition feedback was offered to MHA regarding the Council's concerns regarding value for money on the 2022/23 grant application, and as set out in last year's cabinet report.

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

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)

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Older people	Potentially impacted by any subsequent changes to services
Older women	Potentially impacted by any subsequent changes to services
Older people with a disability	Potentially impacted by any subsequent changes to services

D) Conclusions

The proposals to remove core grant for both dining club and core costs for MHA is based on a value for money assessment and concerns about dilution of activity since amalgamation with a similar scheme in Ealing. The Council’s view is that most activities should be able to run as self-sustaining, especially if the group is able to encourage greater use of volunteers.

Decisions on charging and overall model of operation are for MHA management and trustees. If the group decided it needed to close activities, then the older people affected would need to consider their options for both food and social activities, whether through other local groups or faith venues or available commercially.

Age UK HHB is able to help guide residents through what options may be available to them including offering a financial health check to ensure they are claiming benefits and support to which they may be entitled.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Middlesex Association for the Blind: decision not to award core grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

25/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Middlesex Association for the Blind grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

74 regular service users in 2021/22

100% have a disability

Other characteristics not noted.

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Middlesex Association for the Blind services	Access to MAB services

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

MAB supports blind people in Hillingdon and 74 received regular support during 2021/22.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Blind /partially sighted residents	They will no longer have access to MAB services

D) Conclusions

MAB has existed in the Hillingdon for many years. For 2022/23 the Council agreed to support a small contribution of £3k from the core grants budget to assist with the running of outreach activities particularly their mobile unit. The application for 2023/24 is quite different and an assessment is at Appendix B with a recommendation not to fund.

In terms of impact there is no reason why MAB should not be able to continue with its successful operating model for the future although no doubt the increased cost of living and general funding climate will make this a challenge.

The Council’s proposed decision not to fund for 2023/24 should not, therefore, have a direct impact on services and decisions on these will be for the MAB management and trustees.

Should however any services be curtailed then the residents would need to fall back on Council, NHS or other charitable services.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick

Review of a service Staff restructure Decommissioning a service

Changing a policy Tendering for a new service A strategy or plan

RELATE London North West & Herts: decision not to award core grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of RELATE London North West & Herts grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

753 services users in 2021/22

55% women

45% from an Ethnic minority

Disability not stated

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of RELATE London North West & Herts services	Access to RELATE services

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability		Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that RELATE supported 753 people during 2021/22 of whom over half were women and nearly half came from an ethnic minority.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to "incur

expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Women	Potential disadvantage in accessing services should RELATE choose to change them.
Ethnic minorities	Potential disadvantage in accessing services should RELATE choose to change them

D) Conclusions

Our proposal not to award further grant to RELATE London North West & Herts for 2023/24 is based on the assessment in Appendix B.

RELATE financial position and current operating model where clients are charged a fee, suggest that it should be able to continue services in Hillingdon without the need for as further core grant.

Should, however, RELATE choose to change its operation perhaps through charging rates based on cost recovery, then residents would need to consider whether to pay this rate or look to counselling support elsewhere.

Family support is available via the Council’s family hub.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Samaritans of Hillingdon: decision not to award core grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Samaritans of Hillingdon grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

14746 services users in 2021/22

The nature of Samaritans anonymous crisis call line service means that data on all protected characteristics is not routinely recorded.

Suicide rates in men are roughly three times those of women and the service has increased numbers of men receiving support to broadly now 50/50.

It is also highly likely that callers requiring crisis support may have some sort of mental health illness or disability.

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Samaritans of Hillingdon services	Access to crisis support

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that Samaritans in Hillingdon are providing crisis support to nearly 15000 Hillingdon residents, both men and women and a high number are likely to have mental health illness.

Consultation

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

Please tick NO ✓ YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take

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

Equality Group	Impact on this group and actions you need to take

D) Conclusions

The proposal not to award further grant to Samaritans of Hillingdon for 2023/24 is based on the assessment in appendix B.

Hillingdon Samaritans runs a highly effective business model based on volunteers and has low outgoings. Its reserves suggest that it could continue for some time without need for the £6k grant received during 2022/23.

Should other events transpire that Hillingdon Samaritans were not able to provide the crisis support service then the Council would wish to consider support in some way via its Public Health function.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Hillingdon Autistic Care & Support: proposal to reduce core grant for 2023/24 to £40,000.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Hillingdon Autistic Care & Support grant application is contained at appendix B with a recommendation to reduce support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

80 services users of employability & adult support in 2021/22.

Breakdown not provided – highly likely that service users will have learning disabilities and/or autism.

Forecast for 2023/24 is for:

60 to receive information and advice on education and training
20 to complete a supported work placement

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Hillingdon Autistic Care & Support employment support services	Access to employment support services
Supported work placement trainees	Access to RAGC and other sites/employers to receive placements

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that about 20 people with learning disability and/or autism are currently benefitting from work placements at the tea rooms at RAGC and other sites.

In addition, a further 60-80 are receiving information, advice and guidance on employment and training on a one to one basis.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Work placement candidates with a learning disability and/or autism.	Potentially not able to receive employment experience/support at RAGC tea rooms or other schemes. Candidates would need to consider alternative options for placements.

D) Conclusions

The proposal to reduce grant to Hillingdon Autistic Care & Support for 2023/24 is based on assessment of application as set out in Appendix B.

The proposal is to remove grant support for employment support programme at RAGC and the project which ran a similar operation at Brookfield Adult education centre. This is based on value for money and the cost of subsidising the tea-room operations.

HACS will wish to consider how it seeks to deliver its employment and skills, work placement and job coach activities outside of core grant funding. It is suggested that they should seek to fund schemes through formal funding routes for employment support such as Education, Health and Care plans, access to work schemes etc. This approach has been successfully applied to the Council led Project search scheme at the civic centre which HACs provides job coach support funded via ECHP income. This scheme is not therefore impacted by these proposals.

Should it transpire that HACS is not able to continue its employment support

activities in some way then clients would need to approach other providers or schemes to see what else might suit them best.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Uxbridge Child Contact Centre: decision not to award core grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Uxbridge Child Contact Centre grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

40 service users in 2021/22
 10% with a disability
 50% women
 90% from Ethnic minority groups

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.
Users of Uxbridge Child Contact Centre services	Access to twice monthly child contact centre

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability		Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that 40 clients benefit from accessing the Uxbridge child contact centre over the last 12 months, that half of these are women and 90% are from an ethnic minority. 10% have a disability.

Consultation

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

Please tick ✓ NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to "incur

expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Women from ethnic minorities	Potentially not able to access twice monthly centre

D) Conclusions

We recognise that the proposal not to award further grant to Uxbridge Child Contact Centre for 2023/24 could impact on the viability of the centre and impact on the 40 beneficiaries per year who are mainly women from ethnic minorities.

Decisions on its operation will be for the management and Trustees and the centre comes under the auspices of RELATE (see separate EIA and grant assessment).

Should the centre not continue then Families would have access to the Family Hub services of the Council for support.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Herts & Middlesex Wildlife Trust: decision not to award core grant for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the

voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Herts & Middlesex Wildlife Trust grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

The grant supports HMWT to manage four nature reserves in the borough. These indirectly benefit the public who enjoy the natural environment.

Equality data is not available for those who use the nature reserves.

HMWT does support a number of members in the borough (289) and recruits volunteers (39) and guided walks /events (390).

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

Stakeholders	Interest
Cabinet Members and Leader	Ensure value for money in service delivery.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age		Sex	
Disability		Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

As we do not know the equality breakdown of the people who use the nature reserves we are unable to make an assessment of impact.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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).

Section 137 of the Local Government Act 1972 enables the Council to "incur expenditure which in their opinion is in the interests of, and will bring direct benefit to,

their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take

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

Equality Group	Impact on this group and actions you need to take

D) Conclusions

The proposal not to award further grant to Herts & Middlesex Wildlife Trust for 2023/24 is based on assessment set out in Appendix B.

There is no reason to anticipate that HMWT would not continue to manage its four nature reserves in Hillingdon without core grant support but this would be a decision for HMWT management and its trustees.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Hillingdon Community Transport: proposal not to award core grant for 2023/24

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more

directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Hillingdon Community Transport's grant application is contained at appendix B with a recommendation not to support for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

21,269 clients used HCT services in 2021/22

15% people with a disability
 58% women
 45% from an ethnic minority group.

It is not stated but likely that a high proportion will also be older residents

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

Stakeholders	Interest
Cabinet Member, Leader, Corporate Director, Head of Service	Ensure value for money in service delivery.
Service users in receipt of journeys from HCT.	Access to affordable transport for their social and other activities

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data provided by HCT is based on their assessment of clients who use the community transport services. These service users would be indirectly impacted should HCT choose not to operate as a result of reduced income.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

HCT were also informed about the Council's concerns about the value for money of the Community Transport programme. It was evident that for the community groups work to become self-funding HCT needs to review its charges or to raise external funding. This was pointed out to HCT and was a factor in reducing the grant in 2022/23 from £32k to £20k.

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

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)

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Women	Indirect impact on recipients of transport services should HCT choose to reduce services in any way.
People with a disability	Indirect impact on recipients of transport services should HCT choose to reduce services in any way.
People from Ethnic minorities	Indirect impact on recipients of transport services should HCT choose to reduce services in any way.

D) Conclusions

The recommendation to not award grant to HCT for 2023/24 is based on the assessment in Appendix B of the Cabinet report and against the grant scheme criteria.

There are a number of actions that HCT, through its management and trustees, may choose to take to ensure that its community transport services remain viable without the need for Council core grant. They may, for example, consider increasing external funding, review charges and fees and/or look to make efficiencies. In these ways HCT would be able to continue to support a large volume of residents who use community transport to access wider groups and services but these are clearly decisions for HCT.

A number of groups of residents could be indirectly impacted by the proposal not to fund HCT with core grant, if in turn HCT then chooses to curtail or cease its support. For these people there will be a number of options depending on needs and

circumstances. These may include:

- Utilising public transport including the TfL freedom pass for over 60's
- Accessing alternative transport support such as dial-a-ride or taxi-card
- Perhaps sharing commercially provided transport or mini-cab arrangements
- Seeking support via the group they attend who may be able to co-ordinate alternative provision or apply for Bus Service Operators grant to help their clients with transport.
- Utilise personal payments or budgets to pay for above.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Dovetail Community Outreach: proposal to award a core grant of £10k for 2023/24.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the

voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

An assessment of Dovetail Community Outreach’s grant application is contained at appendix B with a recommendation to fund at £10k for 2023/24. This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council’s public sector equalities duties.

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

60 older people overall at an average of 40 per week who dine at the centre.

75% have a disability
10% are from an ethnic minority.

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

Stakeholders	Interest
Head of Service, Director, Cabinet Member and Leader	Ensure value for money in service delivery.
Service users /Older people	Recipients of dining centre services

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	
Disability	✓	Sexual Orientation	
Gender reassignment			

Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity		Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

From Dovetail's application we can see that up to 60 older people per year, 75% or 45 of whom are disabled and 10% or 6 are from an ethnic minority background are receiving dining centre support at Dovetail.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

Within the feedback offered was concern regarding overall value for money from awards and the need to demonstrate external levered in funding to provide a return on the social investment of the grant.

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

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)

Section 137 of the Local Government Act 1972 enables the Council to "incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants" provided that "the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred".

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Older people	Dining centre users may be disadvantaged if Dovetail feel unable to continue with service or curtail it in some way.

D) Conclusions

The proposed reduced grant for support to Dovetail, which reflects the fact that dining centre usage is about 50% pre-pandemic levels should enable the centre to continue to provide the support it does for older people through 2023/24, perhaps reducing the overall offer to save costs. It should also enable time to consider options for external funding, and/or efficiency measures or charging policies to remain viable thereafter.

It is not anticipated that the centre should need to close but if the group decided it should then the older people affected would need to consider their options for both food and social activities, whether through other local group or faith venues or available commercially.

Age UK HHB is able to help guide residents through what options may be available to them including offering a financial health check to ensure they are claiming benefits and support to which they may be entitled.

Signed and dated:.....Kevin Byrne30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy ✓ Tendering for a new service A strategy or plan

Ruislip Northwood Old Folks Association (Elm Park Club and Tudor Club Dining Centres): proposal to reduce core grant for 2023/24 to £30k.

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

Kevin Byrne – Head of Health and Strategic Partnerships
Dan Kennedy – Corporate Director

Date assessment completed and approved by accountable person

26/11/2022

Names and job titles of people carrying out the assessment

Kevin Byrne – Head of Health and Strategic Partnerships

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

Review of the Council Core Grants Programme

As set out in the main Cabinet report the Council wishes to see a change of direction to its support to the voluntary sector. Overall, the Council's intention is to see changes which:

- Ensure better outcomes for residents
- Achieve best value for money
- Reduce dependency on grants

Groups were informed that the Council would move towards commissioning of services from the voluntary sector rather than awarding of grants. This process would enable services to focus more directly on early intervention and prevention and over a more stable longer contract period. This process of commissioning services which support council operations will take time to come to fruition. It is anticipated that services that will be required to be commissioned will be in place by April 2024. It is not envisaged that the current grants programme should run again for 2024/25.

During the interim, it was agreed that the 2023/24 grants programme would run, with applications being considered on their merits against the stated criteria, with a particular need for groups to :

- demonstrate clear need
- offer good value for money
- be viable and sustainable
- support Council services and approaches e.g. through early intervention
- seek and lever-in external funding
- explain excessive reserves
- work in collaboration : not replicate
-

It was also stated that the Council wishes to phase out smaller grants, broadly £10k and below and to see self-sustaining business models developed by those groups, rather than reliance on Council support.

The RNOFA has applied for £90k for 2023/24 for its two dining clubs at Elm Park in Ruislip Manor and the Tudor Club in Eastcote to cover costs of staffing, food and utilities. Grant for 2022/23 was £50k.

Our assessment of that application against the scheme criteria is set out at appendix B of the cabinet report with a recommendation that the group be awarded £30k for 2023/24.

This EIA sets out the impact of that proposed decision on residents with protected characteristics in light of the Council's public sector equalities duties.

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

185 older people used the dining services during 2021/22

9% of these (or about 17) have a disability
 11% (or about 20) are from an ethnic minority

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

Stakeholders	Interest
Head of Service, Director, Cabinet Member and Leader	Ensure value for money in service delivery
Older people aged 65 + (including 9% disabled, 11% from ethnic minorities).	Recipients of food and social activities

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

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

The data tells us that up to 185 older people could be impacted by any change in provision.

Consultation

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

Please tick NO YES

All recipients of core grants were invited to briefing sessions in July 2022 and sent information including Q&As and then received an application pack which set out the Council's intentions and the criteria for core grant.

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

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)

Section 137 of the Local Government Act 1972 enables the Council to "incur expenditure which in their opinion is in the interests of, and will bring direct benefit to,

their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

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

Equality Group	Impact on this group and actions you need to take
Older people	The data tells us that up to 185 older people could be impacted by any change in provision

D) Conclusions

The recommendation, based on the grant application when assessed against the grant criteria, may mean that RNOFA will need to make changes to its overall service. These decisions will be for the management and trustees of the charity but it is suggested may include moving to one site and consolidating provision. It may also be possible to offset expenditure through increasing external funding through wider grants and the lottery which RNOFA have been exploring. The group may also wish to review its charging.

It is not anticipated that both dining clubs should need to close. If the group decided it needed to close one or both then the older people affected would need to consider their options for both food and social activities, whether through other local groups or faith venues or available commercially.

Age UK HHB is able to help guide residents through what options may be available to them including offering a financial health check to ensure they are claiming benefits and support to which they may be entitled.

Signed and dated:.....*Kevin Byrne*30 November 2022

Name and position:...Kevin Byrne Head of Health and Strategic Partnerships